Stock Code:6515

WinWay Technology Co., LTD

2025 Annual Report

Annual Report Website: http://mops.twse.com.tw/
WinWay Technology's website: http://www.winwayglobal.com
Published on April 25, 2026

I. Company Spokesperson

Name of spokesperson: Jason Chen
Title: Executive Vice President
Contact number: (03)553-7632
E-mail: Jason.chen@winwayglobal.com

II. Deputy Spokesperson

Name of deputy spokesperson: JQ Lee
Title: Executive Vice President
Contact number: (07)361-0999
E-mail: JQ.lee@winwayglobal.com

III. Addresses and telephone numbers of the head office, branch offices, and factories

Name	Address	Telephone
Headquarters and KH1	No. 68, Chuangyi S. Rd., Nanzi Dist., Kaohsiung City	07-361-0999
KH2	No. 600-12, Jiachang Rd., Nanzi Dist., Kaohsiung City	07-361-0999
HC	No. 38-2, Taiyuan Street, Zhubei City, Hsinchu County	03-553-7632
RW	No. 27, Renfa 2nd Rd., Renwu Dist., Kaohsiung City	07-361-0999

IV. Stock Transfer Agency

Name: Stock Agent Department, Yuanta Securities
Address: B1F., No. 67, Sec. 2, Dunhua S. Rd., Da'an Dist., Taipei City
Website: www.yuanta.com.tw
Telephone: (02)2586-5859

V. CPA for most recent financial report

Name: CPA Vincent Hsu, CPA Tim Tzang
Accounting Firm: KPMG Taiwan
Address: 68F, No. 7, Xinyi Road Section 5, Xinyi District, Taipei City
Website: www.kpmg.com.tw
Telephone: 02-8101-6666

VI. Name of overseas stock exchange and method for accessing information on overseas negotiable securities: N/A

VII. Company website: https://www.winwayglobal.com

WinWay Technology Co., Ltd.

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A. Letter to Shareholders

I. 2025 Business Report

(I) Business plan implementation results

2025 was an exceptional year for WWT. Driven by strong momentum in AI, HPC, and ASIC, the Company achieved record-high annual revenue of NT$7.857 billion, representing a significant year-over-year growth of 35.51% compared to 2024 and approaching the NT$8 billion milestone. Net profit after tax reached NT$1.673 billion, with earnings per share (EPS) of NT$46.93, equivalent to nearly five times the Company's paid-in capital. Benefiting from the rapid expansion of AI applications and deepening collaboration with global customers, coupled with accelerated market adoption of new product lines, WWT delivered record-high revenue and profitability for two consecutive years for the first time since its listing. Furthermore, in terms of monthly revenue, the Company recorded monthly revenue exceeding NT$900 million on two occasions during the year, demonstrating its ability to sustain new shipment volume highs.

According to the Semiconductor Consumables - Burn-in and Test Socket Market Monitor Report published by the Yole Group, the Company ranked third globally in the logic test socket market in 2025. Combined with burn-in sockets, the Company ranked fourth globally in the overall test socket and burn-in socket market.

AI applications have driven demand for AI servers and data centers, prompting CSPs to accelerate investment in large language models. This trend has increased demand for testing solutions featuring larger form factors, advanced packaging, higher power consumption, and high-frequency, high-speed performance. WWT proactively developed a comprehensive portfolio of products for AI and HPC applications. AI and HPC revenue accounted for 50% from 2023 to 2025, and computing-related applications reaching 73% of total revenue, positioning WWT as a high-purity provider of advanced packaging and high-end test interface solutions. The Company delivers comprehensive AI and advanced packaging solutions to customers and serves as a key enabler in the AI industry.

Looking at the first and second halves of the year, AI and HPC led growth in the first, with demand for AI servers and GPU-related applications driving shipments of high-frequency, high-speed coaxial sockets. At the same time, the Company actively expanded into the vertical probe card (VPC) product line, with results materializing progressively throughout 2025 and achieving a double-digit revenue contribution in the first half. The Company delivered its strongest performance since listing in the first half, with record-high gross margin, operating margin, and earnings per share (EPS). In the second half of the year, certain months were affected by product combinations. However, driven by shipments supporting AI, HPC, and ASIC applications, capacity for high-end, high-frequency, and high-speed product lines remained fully utilized. In particular, the contribution from the MEMS probe card product line continued to expand, accounting for 20% of vertical probe card revenue in the second half. This highlighted WWT's capability to scale out its semiconductor test interface technologies, as well as the supply capacity and global market visibility of its MEMS probe cards.

Looking ahead to 2026, WWT will continue to invest in the development of test interface solutions for advanced packaging and high-end testing, while strengthening its foundation in forward-looking technologies through ongoing R&D efforts. In response to evolving market demand, the Company will also expand its corresponding product lines. Beyond maintaining its leading market share, WWT aims to become the world's largest supplier of logic test sockets.

(II) Analysis of financial gains and losses and profitability

Unit: Thousand NT$

Item \ Year		2025	2024
Financial Performance	Operating revenue	7,857,179	5,798,096
	Gross profit	3,556,473	2,533,535
	Net operating profit	2,069,595	1,368,143
	Net profit after tax	1,672,872	1,185,837
Profitability	Return on assets	20.16%	19.23%
	Return on equity	27.92%	26.27%
	Net profit margin	21.29%	20.45%
	Earnings Per Share (NT$)	46.93	34.31

(III) R&D Overview

As global technology applications continued to advance, the semiconductor industry remained a key cornerstone for the development of the digital economy and smart applications in 2025. Taiwan possesses a comprehensive industrial ecosystem across advanced manufacturing, wafer materials, IC design, and packaging technologies, which provides strong global competitiveness over the long term. The rapid expansion of applications such as AI, high-speed communications, high-performance computing, and automotive electronics is driving chips toward higher speeds, greater integration, and increased power density, further elevating the demand for testing precision and thermal management performance.

In response to high power consumption and complex application environments, higher standards have been set for contact stability, signal integrity, and heat dissipation control in the semiconductor testing stage. WWT is focused on test interfaces and key component technologies, covering core products such as probe cards, precision spring probes, and thermal control modules. The Company continues to strengthen its thermal design and system integration capabilities to support high-power testing. At the same time, the Company is actively expanding into emerging applications such as third-generation semiconductors, optoelectronics, and extreme environment testing. Through highly customized solutions, it helps customers improve testing efficiency and product reliability to steadily meet the challenges brought about by the continuous evolution of the semiconductor industry.

WWT's 2025 R&D results include:

(I) Developed the HyperSocket™ specialized needle, which reduces probe actuation stress, thereby extending product lifespan and achieving more stable product performance.

(II) Established the self-manufacturing capacity for HyperSocket™ to reduce product costs and enhance product competitiveness.

(III) Developed the in-house long-stroke CRS-P architecture to overcome the planarity problem of large-size wafers and improve the cost-effectiveness of the Company’s products to meet customer needs and increase customer orders.

(IV) Completed the in-house development of the CRS magnetic forming machine, integrating high-precision magnetic field control, real-time monitoring and feedback of forming parameters, and equipment communication technologies. Meanwhile, a dedicated MES system for the CRS process was established to enable centralized management of process parameters and full traceability. These achievements effectively built a stable and controllable magnetic forming process platform, significantly improving forming consistency and process stability.

(V) Successfully developed the CRS-GX structure and introduced the Co-Grounding architecture, significantly improving the stability of high-frequency signal return and test consistency and effectively enhancing data reliability. These efforts establish key technologies that can be extended to high-speed testing of advanced packages, forming a clear structural differentiation advantage.

(VI) Following the launch of the Open-Short Test Loadbox, the Company resolved the warpage issues associated with large-package DUTs that could not be addressed by traditional electrode plate designs. At the same time, the introduction of HyperSocket™ eliminated pad wear, successfully supporting customer order introduction and enhancing product competitiveness and time-to-market.

(VII) Optimized the HyperSocket™ design and developed a liquid cooling system to effectively improve the testing stability of high-power (3000W and above) ICs. At the same time, the Company completed the deployment of dual water cooling and air cooling solutions, providing customers with diversified thermal management options and strengthening its competitive advantage in high-end testing applications.

(VIII) Advanced the application of the HEATCon series Thermal Head into ATE and SLT testing domains, successfully increasing heat dissipation performance to 3000W @ Tc 100°C, and establishing key module capabilities for next-generation high-power testing.

(IX) Successfully developed the EVAC Heatsink, integrating VC and 3D VC architectures to significantly enhance overall thermal performance to 550W @ Tc 70°C. The development differentiated the product from competitors and secured customer orders, marking the Company's official entry into the data center and AI server testing domain, and laying a solid foundation for long-term deployment in high-power ICs.

(X) Completed the development of 355 nm UV laser technology, overcoming the limitations of CNC machines in processing ultra-thin and highly flexible materials. The advancement successfully resolved issues of material tearing and deformation, closed gaps in the Company's mass production processes, and strengthened its in-house manufacturing capabilities for specialized materials.

(XI) In response to increasing product complexity and more stringent testing requirements, the Company successfully introduced MEMS probes into mass production testing at the front-end CP stage. It has met conditions such as high pin count, high current tolerance, and low contact force, enabling testing solutions aligned with advanced packaging CoWoS processes. The Company has successfully completed engineering validation for customers and has commenced mass production and volume testing to support AI, server, and automotive end applications. As advanced process technologies continue to evolve, demand for fine pitch, hybrid, and high-speed performance will continue to grow. The Company has initiated development of probe designs tailored to diverse requirements, including mixed probe configurations, and is collaborating with customers on turnkey solutions to meet various high-speed (SI/PI) requirements. This enables the Company to deliver comprehensive CP probe card solutions to address a wide range of customer testing needs.

II. 2026 Business Plan

(I) Operating policy

WWT has become the world's largest supplier of logic test sockets. However, its pace of continuous growth has not slowed. In order to pursue medium and long-term growth, WWT regards the vertical probe card product line as a top priority and expected it to be the main growth driver in 2025. On the one hand, the Company is expanding its own production capacity, and on the other hand, forming alliances to find stable and reliable partner suppliers. In the first half of last year, WWT expanded production lines at its Hsinchu facility and actively recruited new talent. At the same time, the Company initiated collaborations with key suppliers. This included signing a memorandum of understanding with Yokowo of Japan to establish a strategic alliance in front-end wafer testing and back-end IC testing, further strengthening industry linkages and jointly expanding market opportunities. In addition, WWT entered into a long-term three-way supply agreement of at least five years with leading global probe card manufacturers Technoprobe S.P.A. and MS SUN Technology Company for the procurement of MEMS probe card-related products.

Under a dual-track strategy combining internal and external efforts, the Company has delivered strong results. The probe card product line not only achieved its target of a double-digit revenue contribution, but also grew significantly from a single-digit share in 2024 to 32%. In addition, the Company successfully entered the MEMS probe card market, with shipment volumes continuing to reach new highs.

While pursuing the growth of new product lines, WWT continues to build a one-stop shop for high-end test sockets (Socket-All-in-House). In terms of in-house probe production capacity, the in-house probe production volume at the end of last year has exceeded the original target of 3.5 million units, and the target for 2026 is to increase the monthly production capacity to 6 million probes.

To meet the demand for large-package chips driven by high-performance AI computing and training requirements, WWT's next-generation superconducting test socket, HyperSocket™, continues to receive validation from key customers. Its unique contact protection design (Ball Chop Free) significantly enhances testing stability, while enabling precise impedance matching and effectively reducing crosstalk, as well as substantially improving current carrying capability.

In addition to HyperSocket™, the related product lines continue to evolve, including the advanced HyperSocket™-DF, which is the only high-end test socket architecture on the market designed specifically for ultra-large packages. It adopts an innovative zero preload force design, which can further improve overall test interface performance.

The Liquid Socket, which integrates WWT's self-developed cooling technology, represents a market-leading and innovative testing solution designed for advanced applications requiring large packaging, high power, high frequency, and high speed.

Meanwhile, to meet the strong demand from AI application and data center customers, the Company launched the HPC-AI Server Rack Level Testing Solutions.

WWT has established a leading technological position in semiconductor test interface solutions. However, as next-generation advanced packaging testing continues to evolve rapidly, new challenges are constantly emerging in both electrical requirements and physical structures. To ensure continued advancement into high-end applications, the Company has established a dedicated RD-line to invest in advanced materials and support small-batch pilot production for new projects, enabling it to respond effectively to rapidly evolving market demands.

(II) Important production and sales policies

1. Expand in-house technological capacity.
2. Continue to develop new products with a focus on advanced packaging and high-level testing applications.
3. Work closely with customers and collaborate with major global chip manufacturers in the early stages of development for cutting-edge technologies.
4. Provide immediate, localized services to customers worldwide with advanced production capacities based in Taiwan.

III. Future Development Strategy

WWT continues to invest in the R&D and product development of advanced chip test interfaces, offering a comprehensive portfolio of lateral interface solutions, including wafer sort, final test (FT), high-frequency high-speed system-level test (SLT), functional burn-in, and co-packaged optics test solution. These solutions are designed to seize emerging opportunities in AI servers, high-speed computing, infrastructure, sovereign AI, and edge computing. WWT is poised for growth in 2026 with the AI and HPC boom.

IV. Impact of Competitive, Regulatory, and Operating Environments

With decades of experience and the collective efforts of all employees, WWT has become the world's leading supplier of logic test sockets. Despite this achievement, the Company continues to move forward at the same pace in close collaboration with its customers, providing timely, localized technical support and services.

To sustain its competitive advantage, in addition to engaging external technical experts and advancing precision materials, the Company has established a dedicated RD-line to invest in advanced materials and support small-batch pilot production for new projects, enabling it to meet rapidly evolving market demands.

In terms of talent cultivation, WWT continues to invest in talent cultivation and technological R&D innovation. The Company implements industry-academia cooperation with the College of Semiconductor and Advanced Technology Research, NSYSU, every year. At the same time, WWT attaches importance to corporate governance. The Company established a Sustainability Promotion Task Force and voluntarily published a Sustainability Report to transparently disclose its sustainability efforts to shareholders, employees, customers, and stakeholders. The report highlights initiatives such as enhancing transparency in corporate governance, optimizing the governance structure, and maintaining the efficient operation of the Board of Directors.

In 2026, industry demand remains concentrated in strong AI-driven growth, while consumer demand and the broader macroeconomic environment stay relatively weak. Global conditions continue to be uncertain. Benefiting from the rapid expansion of AI, Taiwan's semiconductor, ICT, and electronic components sectors continue to experience tight market conditions and sustained demand. Focusing on the manufacturing and integration of high-end test interface solutions, WWT is well positioned to sustain growth, maintain profitability, and provide customized, high-quality technical support and services, thereby delivering long-term returns on investment for shareholders.

Legal representative:	President:	Accounting Manager:
Mark Wang	Mark Wang	Canon Tsai

B. Corporate Governance Report

I. Profile of Board Directors, President, Vice Presidents, Assistant Vice Presidents, and Department Directors of various departments and branches

(I) Information on Board Directors

1. Name, gender, work experience, education, shareholding, and nature of directors.

April 18, 2026; Unit: Shares

Title	Name	Gender Age	Nationality or place of registration	Date of first election	Date of appointment	Term	Shares held when elected		Shares currently held		Current shares held by spouse and underage children		Shares held in the name of others		Main educational qualifications and work experiences	Other concurrent positions within the Company or elsewhere	Spouse or relatives of second degree or closer acting as directors, supervisors, or other department heads		
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship
Chairman	Hewei Investment Co., Ltd. (Note 1)	-	R.O.C.	2012.10.22	2023.6.21	3	3,499,559	10.13%	3,499,559	9.71%	-	-	-	-	-	-	-	-	-
	Representative of legal person director: Mark Wang (Note 2)	M 61-70 years old	R.O.C.	2001.4.18	2023.6.21	3	682,820	1.98%	611,820	1.70%	-	-	4,193,210	11.63%	Chung Yuan Christian University, Department of Mechanical Engineering Manager, Manufacturing Department, ASE Test Engineer, Chunghwa Picture Tubes	President of this company Chairman, Hewei Investment Co., Ltd. Chairman, Weicheng Investment Co., Ltd. Director, WINWAY TECHNOLOGY INTERNATIONAL INC. Director, WINWAY INTERNATIONAL CO., LTD	-	-	-
Director	Cliff Liu	M 61-70 years old	R.O.C.	2015.2.12	2023.6.21	3	1,114,962	3.23%	1,114,962	3.09%	-	-	-	-	Master of Electrical Engineering, Rutgers University President, Premier Technology	Supervisor, Liquan Industrial Supervisor, Liqin Investment Supervisor, Liben International	-	-	-
Director	JQ Lee	M 61-70 years old	R.O.C.	2007.8.16	2023.6.21	3	1,432,155	4.15%	1,365,155	3.79%	-	-	-	-	Political Science, National Taiwan University Manager, Trust Department, China Development Industrial Bank CFO, AMtek SEMICONDUCTORS Consultant, Industrial	Executive Vice President at this company	-	-	-

Title	Name	Gender Age	Nationality or place of registration	Date of first election	Date of appointment	Term	Shares held when elected		Shares currently held		Current shares held by spouse and underage children		Shares held in the name of others		Main educational qualifications and work experiences	Other concurrent positions within the Company or elsewhere	Spouse or relatives of second degree or closer acting as directors, supervisors, or other department heads		
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship
															Technology Research Institute				
Director	Jason Chen	M 61-70 years old	R.O.C.	2015.2.12	2023.6.21	3	428,053	1.24%	218,053	0.61%	24,667	0.07%	-	-	Electronics, Lunghwa University of Science and Technology Sales Director, AzureWave Technologies Chief of Product Engineering, VIA Technologies IC Design Engineer, Syntek Semiconductor	Executive Vice President at this company President, Winway Technology (SUZHOU) Ltd.	-	-	-
Director	CHIANG HOCK WOO	M 61-70 years old	Singapore	2021.7.30	2023.6.21	3	-	-	-	-	-	-	-	-	Bachelor of Science for Electrical, Engineering,University of Texas at Austin MBA, Sloan Fellow, Sloan School of Management , Massachusetts Institute of Technology Senior Vice President– Worldwide Sales & Service ,COHU, INC Director – Asia SOC Marketing & New Business Development ,TERADYNE (ASIA) PTE LTD Managing Director ,TERADYNE SHANGHAI LTD, SHANGHAI, CHINA	Director-SBE Technology Pte Ltd	-	-	-
Independent Director	Hsiu Yi Hung	M 61-70 years old	R.O.C.	2020.1.10	2023.6.21	3	-	-	-	-	-	-	-	-	Master of Law, National Chengchi University District court judge in	Lawyer, Hsiu Yi Hong Law Offices	-	-	-

Title	Name	Gender Age	Nationality or place of registration	Date of first election	Date of appointment	Term	Shares held when elected		Shares currently held		Current shares held by spouse and underage children		Shares held in the name of others		Main educational qualifications and work experiences	Other concurrent positions within the Company or elsewhere	Spouse or relatives of second degree or closer acting as directors, supervisors, or other department heads		
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship
															Yunlin and Chiayi, Taiwan Public defender at the district courts of Penghu, Kaohsiung, Yunlin, and Pingtung, Taiwan				
Independent Director	Ted Lee	M 61-70 years old	R.O.C.	2020.1.10	2023.6.21	3	-	-	-	-	-	-	-	-	Business Administration, National Taiwan University President and General Manager, AzureWave Technologies Vice President, VIA Technologies Inc.	Chairman, HLJ Technology Co., Ltd Chairman, Qiyi Electronics Director, Ant Digital Independent Director, Posiflex Technology, Inc. Independent Director of ITH Corporation Director, Brillify Tech GmBH Chairman, Brillify Communication Inc.	-	-	-
Independent Director	Wilson Wang (Note 3)	M 61-70 years old	R.O.C.	2020.1.10	2023.6.21	3	-	-	-	-	-	-	-	-	Department of Industrial Management, National Taiwan University of Science and Technology General Manager, LUMENTUM TAIWAN Co., Ltd. (Taiwan Branch) Yangzhou Yangjie ELectronic Technology Co., Ltd. CEO	Director, Advanced Micro Devices Inc. (Taiwan Branch)	-	-	-
Independent Director	Dennis Chang	M 51-60 years old	R.O.C.	2021.7.30	2023.6.21	3	-	-	-	-	-	-	-	-	Department of Accounting, Chung Yuan Christian University Senior Manager, Tax Department, Deloitte &	Chia-Chung Accounting Firm Lead Accountant Director, Force-MOS Technology Co., Ltd.	-	-	-

Title	Name	Gender Age	Nationality or place of registration	Date of first election	Date of appointment	Term	Shares held when elected		Shares currently held		Current shares held by spouse and underage children		Shares held in the name of others		Main educational qualifications and work experiences	Other concurrent positions within the Company or elsewhere	Spouse or relatives of second degree or closer acting as directors, supervisors, or other department heads		
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship
															Touche	Director, Honggao Investment Co., Ltd. Director, Jinhuang Investment Co., Ltd. Director, Jingyun Development Co., Ltd. Director, Hongqing Development Co., Ltd. Independent Director, YUNG CHI PAINT & VARNISH MFG.CO., LTD. Independent Director of Horng Terng Automation Co., Ltd.			

(Note 1) Hewei Investment Co., Ltd. was dismissed from the Company's Board of Directors on June 28, 2018 and re-elected on January 10, 2020.

(Note 2) If the President, Vice President, or persons of similar rank (top level manager) is the same individual, are spouses, or first-degree relatives, the reasoning, rationale, necessity, and countermeasures should be explained:

The company's Chairman and President regularly and frequently communicates with directors on the company's operation overview, plans, and policies in order to improve the efficiency of operations and management, execution of decisions, and implement governance. The company elected 2 additional directors (including 1 independent director) at the 2021 regular shareholders meeting, increasing the number of independent directors on the board from 3 to 4 to improve the Board of Directors job role and enhance supervisory functions. The Company currently has the following measures.

1. The 4 current independent directors are experts in the fields of law, finance, accounting, industry, and are capable of exercising their job function in a supervisory role.
2. Each year, arrangements are made for directors to attend professional director courses organized by the Securities & Futures Institute and other external certification bodies to improve the operation and performance of the Board of Directors.
3. Independent directors are able to engage in discussions and propose recommendations in various functional committees so that the Board of Directors may reference them and implement governance.
4. More than half of the directors in the Board of Directors do not concurrently serve as an employee or manager.

(Note 3) Resigned on November 24, 2025.

2. Major shareholders of institutional shareholders

April 18, 2026

Name of institutional shareholder	Major shareholders of institutional shareholders
Hewei Investment Co., Ltd.	Mark Wang (100%)

3. Expertise and independence of directors

Qualifications / Name	Professional qualifications and experience	Independence	Number of other Taiwanese public companies concurrently served as an independent director
Hewei Investment Co., Ltd. Representative: Mark Wang	Graduated from the Department of Mechanical Engineering, Chung Yuan Christian University and serves as the Company's President. More than 5 years work experience in business, finance, and operations necessary for the job; worked in the semiconductor industry and relevant fields for 30 years. Capable of professional leadership, marketing, operational management, and strategic planning. Leads the Company towards being an industry pioneer and sustainable operations.	Does not meet any of the conditions stated in Article 30 of the Company Act.	0
Cliff Liu	Graduated with a master's in electrical engineering from Rutgers University. Former President of Premier Technology and has more than 5 years work experience in business, finance, and operations necessary for the job. Highly experienced and specializes in market strategy and sales promotion.		0
CHIANG HOCK WOO	Graduated with an MBA, Sloan Fellow from the Sloan School of Management at Massachusetts Institute of Technology. Former Senior Vice President - Worldwide Sales & Service at Cohu, Inc., and has more than 35 years of organizational leadership experience in the semiconductor industry. Specializes in market assessment and strategic management.		0

Jason Chen	Graduated from Lunghwa University of Science and Technology with a degree in electronic engineering. Currently the Vice President of Global Sales & Operating Center at this company and has more than 5 years work experience in business, finance, and operations necessary for the job. Worked in the semiconductor industry for more than 30 years and is capable of leadership in the competitive market of globalized sales.		0
JQ Lee	Graduated from the Department of Political Science, National Taiwan University. Former Manager of the Trust Department at China Development Industrial Bank and consultant for the Industrial Technology Research Institute. Current Senior Vice President of this company's Financial Management Center and has more than 5 years work experience in business, finance, and operations necessary for the job. Highly experienced in corporate operations and financial planning.		0
Hsiu Yi Hung	Graduated with a masters from the College of Law, National Chengchi University and is currently a lawyer at Hsiu Yi Hong Law Offices as well as the convener of this company's Audit Committee and Remuneration Committee. Former district court judge in Yunlin and Chiayi, has more than 5 years work experience in business, law, and operations necessary for the job. Experienced in professional law for over 30 years and assists the Company with legal consultation.	Qualified for the following independence requirements for 2 years prior to election and during their term period: (1) Not an employee of the company or any of its affiliates. (2) Not a director or supervisor of the company or any of its affiliates (except where the person is concurrently an independent director of the company and its parent company, a subsidiary, or another subsidiary of the same parent company appointed pursuant to the Act or local regulations). (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, underage children, or held by the person under others' names, in an aggregate amount of 1% of the total number of issued shares of the company or ranks as one of its top ten shareholders. (4) Not a manager listed in (1) or a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship or closer to anyone listed in (2) or (3). (5) Not a director, supervisor, or employee of an institutional shareholder who holds directly 5% or more of the company’s	0
Ted Lee	Graduated in Business Administration from National Taiwan University, passed the R.O.C. national accounting exam. Former Chairman and President of AzureWave Technologies, current Chairman of HLJ Technology Co., Ltd and member of this company's Audit Committee and Remuneration Committee. More than 5 years work experience in business, finance, and operations necessary for the job; in addition to being highly experienced in the industry and operations		2

<table>
<tr><td></td><td>management, he also has a professional background in corporate financial analysis.</td><td rowspan="3">shares, is one of the top five shareholders, or is a representative appointed as director or supervisor of the company pursuant to Paragraph 1 or 2, Article 27 of the Company Act (except where the person is concurrently an independent director of the company and its parent company, a subsidiary, or another subsidiary of the same parent company appointed pursuant to the Act or local regulations).
(6) Not a director, supervisor, or employee of another company that has the same directors as the company or is controlled by the same person that has more than half of the voting power in the company (except where the person is concurrently an independent director of the company or its parent company, a subsidiary, or another subsidiary of the same parent company appointed pursuant to the Act or local regulations).
(7) Not a director, supervisor, or employee of another company or institution that has the same chairperson, president, or person with the equivalent rank as the company, or a spouse in one of these roles (except where the person is concurrently an independent director of the company and its parent company, a subsidiary, or another subsidiary of the same parent company appointed pursuant to the Act or local regulations).
(8) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution that has a financial or business relationship with the company (except where that specific company or institution holds 20% or more but no more than 50% of the company's issued shares and is concurrently an independent director of the company and its parent company, a subsidiary, or another subsidiary of the same parent company appointed pursuant to the Act or local regulations).
(9) Not a professional who provides audit or received no more than NT$500,000 in cumulative compensation in the last two years for commercial, legal, financial, or accounting services to the company or its affiliates, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such</td><td></td></tr>
<tr><td>Wilson Wang
(Resigned on November 24, 2025)</td><td>Graduated from the Department of Industrial Management at National Taiwan University of Science and Technology. Former CEO of Yangzhou Yangjie Electronic Technology Co., Ltd, current Director of the Taiwan branch of Advanced Micro Devices Inc. and a member of this company's Audit Committee and Remuneration Committee. More than 5 years work experience in business, finance, and operations necessary for the job; expertise in industry experience and market strategy.</td><td>0</td></tr>
<tr><td>Dennis Chang</td><td>Graduated from the Department of Accounting at Chung Yuan Christian University and passed the R.O.C. national accounting exam. Current head accountant of Chia-Chung Accounting Firm and a member of this company's Audit Committee. Former Chairman of Force-MOS Technology Co., Ltd. and a director of various companies. More than 5 years work experience in business, finance, and operations necessary for the job; expertise in professional accounting and corporate financial management.</td><td>2</td></tr>
</table>

		services to the company or its affiliates; or the spouse of any of the above. This does not apply to members of the Remuneration Committee, Public Tender Offer Review Committee, or Merger and Acquisition Special Committee performing duties in accordance with the Securities and Exchange Act or laws and regulations related to mergers and acquisitions. (10) Does not have a marital relationship with or is not a relative within the second degree of kinship to any other director of the company. (11) Does not meet any of the conditions stated in Article 30 of the Company Act. (12) Not elected as a government, legal person or its institutional representative as described in Article 27 of the Company Act.	

4. Diversity and Independence of the Board of Directors

(I) According to Article 20 of the Company's "Corporate Governance Best Practice Principles", the Board of Director's composition should be diversified and plan diversified policies based on its operation, operating model, and development needs and include but not be limited to the standards from the 2 major aspects below:

1. Basic qualifications and values: Gender, age, nationality, culture, etc.
2. Professional knowledge and expertise: A professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Board of Directors members should possess the knowledge, skills, and competencies required to perform their duties. In order to accomplish the preferred governance goals of the Company, the Board of Directors shall generally be equipped with the following capabilities:
1. Ability to make sound operational judgment. 2. Ability to perform accounting and financial analysis. 3. Ability to manage a business. 4. Ability to handle crisis management. 5. Knowledge of the industry. 6. An understanding of international markets. 7. Leadership capability. 8. Decision-making ability.

This company's Board of Directors has a total of 8 members (including 3 independent directors) and possesses capabilities that meet the Company's future development needs as well the Company's diversity policy.

Within the Board of Directors, 3 are independent directors (38%), 3 directors (38%) also have roles as employees; 3 independent directors have a term period of 3-6 years, 1 directors (13%) are between the ages of 51~60; 7 directors (87%) are between the ages of 61~70, and 1 director (13%) is a Singapore national.

Qualifications / Name	Composition					Industry experience								Professional capabilities	
	Nationality	Concurrent employee	Age: 51 to 60	Age: 61 to 70	Years as independent director	Semiconductors	Accounting and financial analysis	Professional services and marketing	Information and technology	Production and manufacturing	Marketing and management	Risk management	Decision-making ability	Finance and accounting	Law
Mark Wang	R.O.C.	✓		✓		✓		✓		✓	✓	✓	✓		
Cliff Liu	R.O.C.			✓				✓	✓	✓	✓	✓	✓		
CHIANG HOCK WOO	Singapore			✓		✓		✓		✓	✓	✓	✓		
Jason Chen	R.O.C.	✓		✓		✓		✓		✓	✓	✓	✓		
JQ Lee	R.O.C.	✓		✓		✓	✓					✓	✓	✓	
Hsiu Yi Hung	R.O.C.			✓	3-6 years							✓			✓
Ted Lee	R.O.C.			✓	3-6 years	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Wilson Wang (Resigned on 11/24/2025)	R.O.C.			✓	3-6 years	✓		✓		✓	✓	✓	✓		
Dennis Chang	R.O.C.		✓		3-6 years	✓	✓					✓	✓	✓	

5. Achievement progress of general management goals for the diversity policy of directors

Management goals	Progress
Directors who are concurrently employees of the company may not exceed one-third of the number of directors	Achieved
The number of independent directors must exceed one-third of the number of directors	Achieved
At least one director is not an R.O.C. national	Achieved
Directors of a specific gender accounting for one third of the Board	Not achieved(Currently, all directors of the Company are male. In the future, we will actively plan for female directors. For the director election during the 2026 shareholders' meeting, we will gradually plan for at least one female director to fulfill the gender equality policy.)

(II) Profile of the President, Vice Presidents, Assistant Vice Presidents, and Department Directors of various departments and branches

April 18, 2026; Unit: Shares; %

Title	Name	Gender	Nationality	Date of taking office	Shares held		Shares held by spouse and underage children		Shares held in the name of others		Main educational qualifications and work experiences	Concurrent job position in other companies	Other manager who is the spouse or a relative within second degree		
					Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)			Title	Name	Relationship
Chairman and President (Note)	Mark Wang	M	R.O.C.	2001.4.18	611,820	1.70	-	-	4,193,210	11.63	Chung Yuan Christian University, Department of Mechanical Engineering Manager, Manufacturing Department, ASE Test Engineer, Chunghwa Picture Tubes	Chairman, Hewei Investment Co., Ltd. Chairman, Weicheng Investment Co., Ltd. Director, WINWAY TECHNOLOGY INTERNATIONAL INC. Director, WINWAY INTERNATIONAL CO., LTD	-	-	-
Executive Vice President	Jason Chen	M	R.O.C.	2013.4.1	218,053	0.61	24,667	0.07	-	-	Electronics, Lunghwa University of Science and Technology Sales Director, AzureWave Technologies Chief of Product Engineering, VIA Technologies IC Design Engineer, Syntek Semiconductor	President, Winway Technology (SUZHOU) Ltd.	-	-	-
Executive Vice President	JQ Lee	M	R.O.C.	2007.5.25	1,365,155	3.79	-	-	-	-	Political Science, National Taiwan University Manager, Trust Department, China Development Industrial Bank CFO, AMtek SEMICONDUCTORS Consultant, Industrial Technology Research Institute	-	-	-	-
Vice President	Kenny Hsieh	M	R.O.C.	2023.7.20	-	-	-	-	-	-	BA, Department of Chemical and Materials Engineering, Tamkang University Project Manager, Taiwan Semiconductor Manufacturing Company Limited Manager, Sigurd Microelectronics Corp.	-	-	-	-
Vice President	Jason Lu	M	R.O.C.	2012.7.17	12,680	0.04	-	-	-	-	Master of Mechanical Engineering, National Sun Yat-sen University Director, Manufacturing Division, WinWay Technology	Supervisor, Winway Technology (SUZHOU) Ltd.	-	-	-
Vice President	Wilson Wang (Note 1)	M	R.O.C.	2026.2.25	-	-	-	-	-	-	Independent Director, WinWay Technology Director, Advanced Micro Devices Inc. (Taiwan Branch)	-	-	-	-

Title	Name	Gender	Nationality	Date of taking office	Shares held		Shares held by spouse and underage children		Shares held in the name of others		Main educational qualifications and work experiences	Concurrent job position in other companies	Other manager who is the spouse or a relative within second degree		
					Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)			Title	Name	Relationship
Senior Assistant Vice President	Ben Chang	M	R.O.C.	2020.9.1	1,290	0.00	-	-	-	-	National Taipei University of Technology Department of Industrial Engineering Manager, Division of Modular Products, AzureWave Technologies	-	-	-	-
Director of Sales	Peter Kao	M	R.O.C.	2004.12.22	5,947	0.02	-	-	-	-	Department of Electronic Engineering, Ta Hwa University of Science and Technology Chief Engineer, ALi Corporation	-	-	-	-
Assistant Vice President	Charles Chen	M	R.O.C.	2023.7.17	-	-	-	-	-	-	Department of Electrical Engineering, National Sun Yat-Sen University Senior Division Chief, Zheku Technology (Shanghai) Co., Ltd. Senior Division Chief, HiSilicon (Shanghai) Division Chief, MediaTek Inc.	-	-	-	-
Division Chief	Canon Tsai	M	R.O.C.	2018.5.3	-	-	-	-	-	-	Master of Finance, National Cheng Kung University Director, Financial Headquarters, NAN PAO CFO, Foresight Optical Finance Director, Chi Mei Lighting Technology	-	-	-	-

(Note) If the President, Vice President, or persons of similar rank (top level manager) is the same individual, are spouses, or first-degree relatives, the reasoning, rationale, necessity, and countermeasures should be explained:

The company's Chairman and President regularly and frequently communicates with directors on the company's operation overview, plans, and policies in order to improve the efficiency of operations and management, execution of decisions, and implement governance. The company elected 1 additional director (increasing the number of independent directors from 3 to 4) at the 2021 regular shareholders meeting to improve the Board of Directors job role and enhance supervisory functions. The Company currently has the following measures.

1. The 4 independent directors are experts in the fields of law, finance, accounting, industry, and are capable of exercising their job function in a supervisory role.
2. Each year, arrangements are made for directors to attend professional director courses organized by the Securities & Futures Institute and other external certification bodies to improve the operation and performance of the Board of Directors.
3. Independent directors are able to engage in discussions and propose recommendations in various functional committees so that the Board of Directors may reference them and implement governance.
4. More than half of the directors in the Board of Directors do not concurrently serve as an employee or manager.

(Note 1) Wilson Wang was newly appointed as Vice President on February 25, 2026.

II. Remunerations to Directors, the President, and Vice Presidents

(I) Remuneration paid to Directors, the President, and Vice Presidents in the latest year (2025)

1. Remuneration of Directors

Unit: NT$ thousand

Title	Name	Director's remuneration								Ratio of total remuneration (A+B+C+D) to net income after tax		Remuneration for part-time employees								Ratio of total compensation (A + B+ C+ D+ E+ F+ G) to net income after tax		Compensation from investments other than subsidiaries
		Remuneration (A)		Severance pay and pension (B)		Director's remuneration (C) (Note 1)		Business execution expenses (D)				Salary, bonuses, and allowances (E) (Note 3)		Severance pay and pension (F)		Employee remuneration (G) (Note 1)						
		The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company		All Consolidated Entities		The Company	All Consolidated Entities	
																Cash	Stock	Cash	Stock			
Chairman and President	Mark Wang	-	-	-	-	11,323	11,323	95	95	0.68%	0.68%	47,917	47,917	324	324	15,956	-	15,956	-	4.52%	4.52%	N/A
Director	JQ Lee																					
Director	Jason Chen																					
Director	Cliff Liu																					
Director	CHIANG HOCK WOO																					
Independent Director	Hsiu Yi Hung	2,820	2,820	-	-	-	-	376	376	0.19%	0.19%	-	-	-	-	-	-	-	-	0.19%	0.19%	N/A
Independent Director	Ted Lee																					
Independent Director	Wilson Wang (Note3)																					
Independent Director	Dennis Chang																					

(Note 1) 2025 Directors' compensation has been approved by the Board of Directors but yet to be proposed in the Shareholders Report; the amount to be distributed in 2025 is calculated based on the actual distribution ratio in 2024.

(Note 2) All remuneration to directors who are concurrently employees of the Company, including salary, additional pay, severance pay, bonuses, rewards, transportation allowance, special allowance, stipends, dormitory, and car. Salary expenses recognized in accordance with IFRS 2 Share-based Payment shall also include employee stock option certificates, restricted stock awards, and share subscription in capital increase by cash.

(1) Please describe the policy, system, standard, and structure of remuneration to independent directors, and the correlation between duties, risk, and time input with the amount of remuneration:

Independent directors shall receive fixed monthly compensation and shall not participate in directors' remuneration of annual earnings distribution; the

Remuneration Committee shall make adjustments based on their participation level in company operations and value of their contribution.

(2) In addition to the table above, in the most recent fiscal year, compensation for services provided by directors of the company (including as a non-employee advisor for all companies/investees under the parent company/in the Financial Report) is as follows: None.

(Note3) Resigned on November 24, 2025.

Remuneration scale

<table>
<tr><th rowspan="3">Remuneration scale applicable to the Company's Directors</th><th colspan="4">Name of directors</th></tr>
<tr><th colspan="2">Total Remuneration (A+B+C+D)</th><th colspan="2">Total Remuneration (A+B+C+D+E+F+G)</th></tr>
<tr><th>The Company</th><th>All consolidated entities H</th><th>The Company</th><th>All consolidated entities I</th></tr>
<tr><td>Less than NT$1,000,000</td><td>Hsiu Yi Hung, Ted Lee, Wilson Wang, Dennis Chang</td><td>Hsiu Yi Hung, Ted Lee, Wilson Wang, Dennis Chang</td><td>Hsiu Yi Hung, Ted Lee, Wilson Wang, Dennis Chang</td><td>Hsiu Yi Hong, Ted Lee, Wilson Wang, Dennis Chang</td></tr>
<tr><td>NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)</td><td>Mark Wang, Jason Chen, Cliff Liu, JQ Lee, Chiang Hock Woo</td><td>Mark Wang, Jason Chen, Cliff Liu, JQ Lee, Chiang Hock Woo</td><td>Cliff Liu, Chiang Hock Woo</td><td>Cliff Liu, Chiang Hock Woo</td></tr>
<tr><td>NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)</td><td>-</td><td>-</td><td>Mark Wang
Jason Chen
JQ Lee</td><td>Mark Wang
Jason Chen
JQ Lee</td></tr>
<tr><td>NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>NT$100,000,000 and above</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>Total</td><td>9 members</td><td>9 members</td><td>9 members</td><td>9 members</td></tr>
</table>

2. Remuneration paid to the Company's President and Vice Presidents in the latest year (2025)

Unit: NT$ thousand

<table>
<tr><th rowspan="3">Title</th><th rowspan="3">Name</th><th colspan="2">Salary (A)</th><th colspan="2">Severance pay and pension (B)</th><th colspan="2">Bonus and Special Allowances (C) (Note 2)</th><th colspan="4">Employee Compensation (D)</th><th colspan="2">Ratio of total remuneration (A+B+C+D) to net income after tax (%)</th><th rowspan="3">Compensation from investments other than subsidiaries</th></tr>
<tr><th rowspan="2">The Company</th><th rowspan="2">All Consolidated Entities</th><th rowspan="2">The Company</th><th rowspan="2">All Consolidated Entities</th><th rowspan="2">The Company</th><th rowspan="2">All Consolidated Entities</th><th colspan="2">The Company</th><th colspan="2">All Consolidated Entities</th><th rowspan="2">The Company</th><th rowspan="2">All Consolidated Entities</th></tr>
<tr><th>Cash</th><th>Stock</th><th>Cash</th><th>Stock</th></tr>
<tr><td>Chairman and President</td><td>Mark Wang</td><td rowspan="5">12,535</td><td rowspan="5">12,535</td><td rowspan="5">540</td><td rowspan="5">540</td><td rowspan="5">94,858</td><td rowspan="5">94,858</td><td rowspan="5">23,364</td><td rowspan="5">-</td><td rowspan="5">23,364</td><td rowspan="5">-</td><td rowspan="5">7.85%</td><td rowspan="5">7.85%</td><td rowspan="5">N/A</td></tr>
<tr><td>Executive Vice President</td><td>JQ Lee</td></tr>
<tr><td>Executive Vice President</td><td>Jason Chen</td></tr>
<tr><td>Vice President</td><td>Kenny Hsieh</td></tr>
<tr><td>Vice President</td><td>Jason Lu</td></tr>
</table>

(Note 1) 2025 Employee compensation has been approved by the Board of Directors but yet to be proposed in the Shareholders Report; the amount to be distributed in 2025 is calculated based on the actual distribution ratio in 2024.

(Note 2) Refers to various bonuses, rewards, transportation allowance, special allowance, stipends, dormitory, cars, and other compensation. Salary expenses recognized in accordance with IFRS 2 Share-based Payment shall also include employee stock option certificates, restricted stock awards, and share subscription in capital increase by cash.

(Note 3) Jason Lu was promoted to Vice President on March 1, 2025.

Remuneration scale

<table>
<tr><th rowspan="2">Remuneration scale applicable to each President and Vice President of the Company</th><th colspan="2">Names of President and Vice Presidents</th></tr>
<tr><th>The Company</th><th>All Consolidated Entities</th></tr>
<tr><td>Less than NT$1,000,000</td><td>-</td><td>-</td></tr>
<tr><td>NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)</td><td>-</td><td>-</td></tr>
<tr><td>NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)</td><td>-</td><td>-</td></tr>
<tr><td>NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)</td><td>-</td><td>-</td></tr>
<tr><td>NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)</td><td>-</td><td>-</td></tr>
<tr><td>NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)</td><td>-</td><td>-</td></tr>
<tr><td>NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)</td><td>Mark Wang, Jason Chen, JQ Lee</td><td>Mark Wang, Jason Chen, JQ Lee</td></tr>
<tr><td>NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)</td><td>Kenny Hsieh, Jason Lu</td><td>Kenny Hsieh, Jason Lu</td></tr>
<tr><td>NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)</td><td>-</td><td>-</td></tr>
<tr><td>NT$100,000,000 and above</td><td>-</td><td>-</td></tr>
<tr><td>Total</td><td>5 members</td><td>5 members</td></tr>
</table>

3. Names of executive officers that received employee bonuses and status of the distribution in the latest year (2025):

Unit: NT$ thousand

	Title	Name	Stock	Cash	Total	Total amount as a percentage of net profit after tax (%)
Executive officers	Chairman and President	Mark Wang	-	31,374	31,374	1.90%
	Executive Vice President	Jason Chen				
	Executive Vice President	JQ Lee				
	Vice President	Kenny Hsieh				
	Vice President	Jason Lu				
	Senior Assistant Vice President	Ben Chang				
	Director of Sales	Peter Kao				
	Assistant Vice President	Charles Chen				
	Division Chief	Canon Tsai				

(note 1): 2025 employee compensation was approved by the Board of Directors but has yet to be proposed in the shareholders' meeting. The amount to be distributed in 2025 is calculated based on the actual distribution ratio in 2024.

(II) Comparison and explanation of the total remuneration paid by the Company and all companies in the consolidated report to this company's Directors, President, and Vice President in the last two years as a percentage of net profit after tax of individual financial reports; explain the remuneration policy, standards and portfolios, procedures for determining remuneration, and the relevance to business performance and future risks:

1. Remuneration paid to this company's Directors, President, and Vice President in the last two years as a percentage of net profit after tax of individual financial reports:

Unit: NT$ thousand

Title	2024		2025	
	Total remuneration as a percentage of net profit after tax		Total remuneration as a percentage of net profit after tax	
	The Company	All companies included in the consolidated statements	The Company	All companies included in the consolidated statements
Director	0.93%	0.93%	0.87%	0.87%
President, Vice President	4.73%	4.73%	7.85%	7.85%

2. Remuneration policy, standards, and portfolios, procedures for determining remuneration, and the relevance to business performance and future risks:

(1) Directors: Independent directors shall receive fixed monthly compensation and shall not participate in directors' remuneration of annual earnings distribution; Director remuneration is based on the bylaws of the Articles of Incorporation. In the event of an annual profit, no more than 3% of such profit should be distributed

as Director remuneration; however, in the event of accumulated losses in the company, the amount to make up for it should be reserved in advance. The remuneration policy of Directors references industry peer standards and is based on the degree of Directors' participation in, and the value of Directors' contribution to, the company's operations; the results of Directors' performance evaluations will be included in considerations and reviewed by the Remuneration Committee for approval by the Board of Directors before being proposed at the Shareholders Meeting.

Traveling expenses will be issued as fixed payments to Directors for attending Board of Director or Shareholders Meetings.

(2) Remunerations to the President and Vice Presidents: Remuneration of managers is set based on their level of participation and personal performance contributions to the Company's operations. The remuneration of managers, including salary and bonuses, references aspects such as industry standards, title, job level, work and education experience, professional ability, and responsibilities; bonuses are based on considerations of a manager's performance evaluation (e.x.: target achievement rate, profitability, operational benefits, and contributions); employee remunerations is based on the Articles of Incorporation. In the event of an annual profit, no less than 5% and no more than 15% of such profit should be distributed as employee remuneration; in the event of accumulated losses in the company, the amount to make up for it should be reserved in advance. The Remuneration Committee should establish the rules of distribution which shall be approved by the Chairman based on business performance.

The procedure for establishing remuneration should reference the company's overall operating performance as well as an individual's performance achievement rate and contribution to company performance to issue appropriate compensation.

In summary of the above, the remuneration policy and procedures for the Directors, President, and Vice presidents has a positive correlation with business performance.

III. Corporate Governance Practices

(I) Operation of the Board of Directors:

In the latest year (2025), the Board of Directors convened for 6 meetings (A) with the following attendance:

Title	Name	Attendance in person (B)	Attendance by proxy	Actual attendance rate (B)/(A)	Notes
Chairman	Mark Wang	6	0	100%	
Director	JQ Lee	6	0	100%	
Director	Jason Chen	6	0	100%	
Director	Cliff Liu	5	1	83%	
Director	CHIANG HOCK WOO	6	0	100%	
Independent Director	Hsiu Yi Hung	6	0	100%	
Independent Director	Ted Lee	6	0	100%	
Independent Director	Wilson Wang	5	0	100%	Resigned on November 24, 2025
Independent Director	Dennis Chang	6	0	100%	

Other disclosures:

1. If any of the following circumstances occurs in the operation of the Board of Directors, the date, period, content of the motions, the opinions of all independent directors, and the Company's handling of independent directors' opinions shall be stated:
   (1) Matters referred to in Article 14 -3 of the Securities and Exchange Act: Not applicable, because the Audit Committee was established by the Company.
   (2) In addition to the aforementioned matters, other Board meeting resolutions with independent directors' dissenting and unqualified opinions in records or written statements: None.
2. When there are recusals of directors due to conflicts of interests, names of the directors, contents of resolutions, reasons of recusal, and voting participation should be stated:

11th Meeting of the 9th Board of Directors (February 26, 2025)

Name of directors	Agenda	Reason for recusal:	Participation in voting:
Mark Wang Jason Chen	Proposal to allow the Company to donate to “Kaohsiung WWT Charity and Care Association”.	Related to the interests of directors	Passed as proposed by all remaining attending directors
Dennis Chang	Proposal for authorizing Director Dennis Chang to manage the internal auditing unit.	Related to the interests of directors	Passed as proposed by all remaining attending directors

12th Meeting of the 9th Board of Directors (May 7, 2025)

Name of directors	Agenda	Reason for recusal:	Participation in voting:
Ted Lee Dennis Chang	Lifting the non-competition restriction on directors	Related to the interests of directors	Passed as proposed by all remaining attending directors

13th Meeting of the 9th Board of Directors (August 13, 2025)

Name of directors	Agenda	Reason for recusal:	Participation in voting:
Mark Wang JQ Lee Jason Chen Cliff Liu CHIANG HOCK WOO	Proposal for the Company's 2024 director remuneration distribution	Related to the interests of directors	Passed as proposed by all remaining attending directors
Mark Wang JQ Lee Jason Chen	Proposal for the 2024 distribution of remuneration to executive officers	Related to the interests of directors	Passed as proposed by all remaining attending directors

16th Meeting of the 9th Board of Directors (December 10, 2025)

Name of directors	Agenda	Reason for recusal:	Participation in voting:
Hsiu Yi Hung Ted Lee Dennis Chang	Proposal to adjust the compensation to the Company's independent directors.	Related to the interests of directors	Passed as proposed by all remaining attending directors

3. Publicly listed companies should disclose information such as the evaluation period and cycle, scope, method, and content of self (or peer) evaluations by the Board of Directors:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Implemented once a year	Evaluate the performance of the Board of Directors from January 1, 2025 to December 31, 2025	Including performance evaluation of the board of directors, individual board members, and functional committees	Board of Directors self-evaluation; Board of Directors member self-evaluation; self-evaluation of functional committees	(1) Board of Directors performance evaluations: Encompasses the level of participation in the company's operations, improving the quality of board decision-making, board composition and structure, appointment of directors and their continuous development, and internal controls. (2) Performance evaluations of individual board members: Grasp of company targets and missions, understanding of a director's role and responsibilities, level of participation in company operations, internal relationship management and communications, a director's training and continuous development,

				and internal controls. (3) Performance evaluations of functional committees (Audit Committee and Remuneration Committee): Level of participation in the company's operations, understanding of the functional committee's role and responsibilities, increasing the quality of the functional committee's decision-making, the committee's composition and member appointment, and internal controls.

The Company has completed the 2025 performance evaluation for the Board of Directors and functional committees, and reported the results to the Board of Directors meeting dated February 25, 2026 as basis for reflection and improvement. The Board of Directors self-evaluation scores averaged 4.883 points (out of 5 points) while board members' self-evaluation scores averaged 4.898 points (out of 5 points), showing that the overall operation of the Board of Directors is excellent; the Audit Committee's self-evaluation score was 4.9 points (out of 5 points) while the Remuneration Committee's self-evaluation score was 5 points (out of 5 points), showing that the overall operation of functional committees is excellent and complies with governance operation.

4. Programs this year and in the most recent year for strengthening the functionality of the Board (for example, set up an Audit Committee, improve transparency, etc.) and assessment of execution: The Company has appointed a designated person responsible for the declaration of public information on the Internet, collect company information, and legal disclosures; an "investors area" is setup on the website, offering a channel to contact the spokesperson as well as allow shareholders to inquire information relating to the Company's finances and businesses.

(II) Operation of the Audit Committee

The Company setup an Audit Committee composed entirely of independent directors as required by Article 14-4 of the Securities and Exchange Act.

1. Professional qualifications and experience of members in the Audit Committee

Identity Type	Qualifications / Name	Professional qualifications and experience	Independence (Note 2)	Number of other public companies in which the member also serves as a member of their Audit Committee
Independent Director	Hsiu Yi Hung	Please refer to pages 12 to 15 - Professional qualifications and independence of directors		0
Independent Director	Ted Lee			2
Independent Director	Wilson Wang (Note)			(Note)
Independent Director	Dennis Chang			2

(Note) Director Wilson Wang resigned on November 24, 2025.

2. Key job tasks for the year are as follows:

(1) Establish or revise internal control systems as per Article 14-1 of the Securities and Exchange Act.

(2) Review and assess the effectiveness of internal control systems.

(3) Implementation or amendment of guidelines for major financial operations including asset acquisition and disposal, trading derivatives, lending funds to other parties, and making of endorsement and guarantees for other parties in accordance with Article 36-1 of the Securities and Exchange Act.

(4) Matters involving conflicts of interest of the directors.

(5) Transactions of significant assets or derivative commodities.

(6) Loans of funds, endorsements, or provision of guarantees of a material nature.

(7) The offering, issuance, or private placement of any equity-type securities.

(8) The appointment, discharge, or remuneration of CPAs.

(9) The appointment or discharge of a financial, accounting, or internal audit officer.

(10) Financial reports signed or stamped by the Chairman, executive officers, and accounting director.

(11) Significant matters related to regulations of other companies or competent authorities.

3. Operation of the Audit Committee

Title	Name	Actual Attendance Times (B)	Attendance by proxy	Actual attendance rate (%) (B)/(A)	Notes
Independent Director (Convener)	Hsiu Yi Hung	6	0	100%	Director Wilson Wang resigned on November 24, 2025.
Independent Director	Ted Lee	6	0	100%	
Independent Director	Wilson Wang	5	0	100%	
Independent Director	Dennis Chang	6	0	100%	

Other disclosures:

I. If one of the situations below occurs during Audit Committee operations, the Audit Committee meeting date, period, proposal content, content of objections, reserved comments or major suggestions made by independent directors, results of the Audit Committee resolution, and the Company's handling of the Audit Committee members' opinions should be described.

(I) Items specified in Article 14-5 of the Securities and Exchange Act.

10th Meeting of the 2nd Audit Committee (February 26, 2025)

Agenda	Content of objections, reserved comments or major suggestions made by independent directors	Resolutions of the Audit Committee and the company's handling of Audit Committee recommendations
Proposal on the Company's "2024 Internal Control System Statement".	N/A	Approved by all independent directors in attendance, proposed to the Board of Directors for review
Proposal for the Company's 2025 business plan and budget		
The Company's 2024 business report and financial statements		
The Company's 2024 earnings dividend distribution proposal		
Proposal on issuance of new restricted employee awards		
Proposal to change the Company's internal audit officers		
Proposal for cooperating with the internal rotation of the accounting firm to replace CPAs and		

assessment of their independence, suitability, and appointment compensation with reference to audit quality indicators.		

11th Meeting of the 2nd Audit Committee (May 7, 2025)

Agenda	Content of objections, reserved comments or major suggestions made by independent directors	Resolutions of the Audit Committee and the company's handling of Audit Committee recommendations
Proposal on the Company’s 2025 Q1 Consolidated Financial Report.	N/A	Approved by all independent directors in attendance, proposed to the Board of Directors for review
Lifting the non-competition restriction on directors		
Proposal on the acquisition or disposal of equipment or right-of-use assets thereof held for business purposes and cap on the right-of-use assets of real property for operational use.		
Ratification of the disposal of operating machinery and equipment to Winway Technology (SUZHOU) Ltd.		
Proposal to renew the line of credit agreement with “Citibank (Taiwan) Limited”.		
Proposal to renew the line of credit agreement with "CTBC Bank".		

12th Meeting of the 2nd Audit Committee (August 13, 2025)

Agenda	Content of objections, reserved comments or major suggestions made by independent directors	Resolutions of the Audit Committee and the company's handling of Audit Committee recommendations
Proposal to amend the Company’s "Payroll		

Cycle".		
Proposal on the Company's 2025 Q2 Consolidated Financial Report.	N/A	Approved by all independent directors in attendance, proposed to the Board of Directors for review
Proposal to amend the Regulations for the Issuance of New Restricted Employee Shares in 2025.		
Proposal on the issuance of new restricted employee awards in 2025.		
Ratification of the acquisition of operating machinery and equipment by subsidiaries.		

13th Meeting of the 2nd Audit Committee (October 30, 2025)

Agenda	Content of objections, reserved comments or major suggestions made by independent directors	Resolutions of the Audit Committee and the company's handling of Audit Committee recommendations
Proposal on the Company's planned purchase of MEMS probe products.	N/A	Approved by all independent directors in attendance, proposed to the Board of Directors for review

14th Meeting of the 2nd Audit Committee (November 12, 2025)

Agenda	Content of objections, reserved comments or major suggestions made by independent directors	Resolutions of the Audit Committee and the company's handling of Audit Committee recommendations
The Company's 2026 "Auditing Plan"		
Proposal to amend the Company's "Information Processing Cycle".		
Proposal to amend the Company's "Property Management Measures".	N/A	Approved by all independent directors in attendance, proposed to the Board of Directors for review
Proposal to amend the Company's "Measures to Administer Transactions with Related Persons".		
Proposal on the Company's 2025 Q3 Consolidated Financial		

Report.		
Proposal to apply to financial institutions for credit lines.		
Proposal to amend the general principles for the Company's policy on pre-approval of non-assurance service		

15th Meeting of the 2nd Audit Committee (December 10, 2025)

Agenda	Content of objections, reserved comments or major suggestions made by independent directors	Resolutions of the Audit Committee and the company's handling of Audit Committee recommendations
Proposal for the second issuance of the Company's first domestic issuance of unsecured convertible corporate bonds in response to market demand and to replenishment of operating capital	N/A	Approved by all independent directors in attendance, proposed to the Board of Directors for review

(II) In addition to matters above, other resolutions that have not been approved by the Audit Committee but have been passed by a vote of two-thirds or more of the entire board of directors: N/A

II. When there are recusals of independent directors due to conflicts of interests, names of the independent directors, contents of resolutions, reasons for recusal, and voting participation should be stated: N/A.

III. Independent directors' communication with internal auditors and CPAs (shall include major matters, methods, and results of communication regarding the company's financial position and business operations)

1. Items of communication between independent directors and internal auditors:

Date	Main points of communication	Opinion(s) of the independent director(s)
2025/2/26	Internal auditors' report on the progress of auditing operations in Q4 2024 Discussion and communication of 2024 internal control systems by internal auditors	No objection No objection
2025/5/7	Internal auditors' report on the progress of auditing operations in Q1 2025	No objection
2025/8/13	Internal auditors' report on the progress of auditing	No

	operations in Q2 2025	objection
2025/11/12	Internal auditors' report on the progress of auditing operations in Q3 2025 Discussion and communication by internal auditors on the 2026 auditing plans	No objection No objection

Internal auditors must communicate with independent directors through a monthly audit report; the progress of audit operations must be reported once each quarter in meetings of the Audit Committee but project audit reports should be delivered ad hoc to the independent directors for review and discussion. The Company's independent directors and internal auditors maintain good communication.

2. Items of communication between independent directors and accountants:

Date	Main points of communication	Opinion(s) of the independent director(s)
2025/2/26	Accountants will discuss the audit results of 2024 consolidated financial statements (including individual financial statements) with the independent directors	No objection
2025/5/7	Accountants will discuss the audit results of Q1 2025 consolidated financial statements with the independent directors	No objection
2025/8/13	Accountants will discuss the audit results of Q2 2025 consolidated financial statements with the independent directors	No objection
2025/11/12	Accountants will discuss the audit results of Q3 2025 consolidated financial statements with the independent directors	No objection

Items of communication between the Company's CPAs and independent directors include current financial reports, audit results, and major discoveries, and the impact of law amendments on the Company. As of the publication date of the annual report, the Company's independent directors and attesting accounting firm have maintained good communication.

(III) Corporate governance implementation and deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reason for such deviations

Evaluation item	Operating status			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
I. Has the company defined and disclosed its corporate governance best practice principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	✓		The Company has established Corporate Governance Best Practice Principles and disclosed it on this company's website in accordance with the principles of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies in order to establish good governance.	No difference
II. Shareholding structure & shareholders' equity (I) Has the company defined internal operating procedures for dealing with shareholder proposals, doubts, disputes, and litigation as well as implemented those procedures? (II) Does the company have a list of major shareholders that have actual control over the company and a list of ultimate owners of those major shareholders? (III) Has the company established and implemented risk management and firewall systems within its	✓ ✓ ✓		(I) In order to ensure the rights of shareholders, this company has setup a designated website with an investor's area with full disclosure of information relating to the Company's operations and governance as well as compliance with laws to announce public operating and material information on the public website. Regular and extraordinary shareholders meetings are convened so that shareholders can understand, participate, and determine key matters. A spokesperson, deputy spokesperson, Shareholders Service Office, and stock transfer agent business is available to handle problems relating to shareholder suggestions or disputes. (II) The Company has setup stock service agents and a stock service institution (Yuanta Securities Stock Agency Department) to regularly update the list of shareholders to identify the Company's major shareholders and their owners. (III) The finances and operations of the Company and affiliates operate independently. Internal control systems and management guidelines have been established in compliance with "Measures to Administer Transactions of	No difference

conglomerate structure? (IV) Does the company have internal regulations in place to prevent its internal staff from trading securities based on information yet to be public on the market?	✓		Related Persons" and "Measures to Supervise and Administer Subsidiaries" to establish a comprehensive firewall and implement risk control mechanisms. (IV) The Company has established a "Measures to Prevent Insider Trading" to prevent and stop individuals from mistakenly participating in insider trading due to unfamiliarity with laws and regulations.	
III. The composition and duties of the Board of Directors (I) Have diversification policies and specific management goals been formulated and implemented by the Board of Directors? (II) Does the company voluntarily establish other functional committees in addition to the Remuneration Committee and Audit Committee? (III) Does the company establish standards and method for evaluating Board performance, conduct annual performance evaluations, submit performance evaluation results to the Board, and use the results as a basis for determining the remuneration and nomination of individual directors? (IV) Does the company regularly evaluate the independence of CPAs?	✓ ✓ ✓ ✓		(I) The Company has established a policy on diversity for the Board of Directors within Corporate Governance Best Practice Principles to set and implement general management targets accordingly; please refer to the "Diversity and Independence of the Board of Directors" (page 10) in this annual report. (II) Aside from establishing a Remuneration Committee and Audit Committee in accordance with laws, the Company's governance duties are the responsible of each department; the Company may establish additional functional committees in the future based on company operations and relevant laws and regulations. (III) On August 13, 2019, the Company formulated its Rules for Performance Evaluation of Board of Directors, by which we conduct an in-house performance evaluation annually; we also engage a third party to conduct a performance evaluation at least once every three years. The evaluation results will serve as a reference point for decisions on Board member remuneration and re-election nomination. The results of the 2025 internal performance evaluation of the Board of Directors were presented at the Board of Directors meeting on February 25, 2026. (IV) The Company's Audit Committee periodically reviews the independence and competence of the Company's attesting CPAs every year. Aside from requesting attesting CPAs to present a "Statement of Independence", the committee also evaluates the independence and competence of attesting CPAs against the criteria (Note 1).	No difference

			CPAs provided the Company with the audit quality indicators (AQIs) composed of 13 indicators in five categories, namely, professionalism, quality control, independence, supervision, and innovation ability; judging from such AQIs, the Company concluded that the audit quality of the accounting firm and its audit engagement team is equivalent to that of industry peers. The evaluation results for the most recent year were deliberated and approved by the Audit Committee on February 25, 2026 and submitted to and approved by the Board of Directors on the same date.	
IV. Does the TWSE/TPEx listed company have in place an adequate number of qualified corporate governance officers and appoint a corporate governance supervisor to be responsible for corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with the laws, organizing board meetings and annual general meetings as required by law, and compiling minutes of board meetings and annual general meetings)?	✓		The Company's Board of Directors meeting dated 2023/2/22 resolved to appoint Canon Tsai, Deputy Director of the Finance Executive Division, to be the Company's Chief Governance Officer (CGO), the highest rank of officer in charge of corporate governance affairs. The CGO is responsible for arranging matters relating to Board of Directors meetings and Shareholders Meetings, producing meeting minutes thereof, dealing with directors' requests, assisting directors in taking office and continuing education courses, helping directors with compliance matters, handling affairs relating to replacement of directors, and briefing the Board of Directors on whether the Independent Directors hold the qualifications prescribed by law upon their nomination and inauguration and during their term in office. In 2025, the CGO completed 12 hours of continuing education courses, satisfying the prerequisite for continuing education. For the continuing education courses taken, please see Note 4.	No difference
V. Does the company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.), and properly respond to corporate social responsibility issues that stakeholders are concerned about?	✓		The Company website contains stakeholder contact information in order to maintain good channels of communication with stakeholders (including shareholders, employees, customers, suppliers, and other stakeholders); the Company upholds the principles of integrity in providing sufficient operating information to suitably protect the legal rights of stakeholders. For a detailed explanation, please refer (note 2) to the stakeholders communication channel.	No difference

VI. Has the company designated a professional shareholder service agency to deal with matters of the shareholders' meeting?	✓		The Company has designated professional stock agency Yuanta Securities Co., Ltd to deal with matters related to shareholder services.	No difference
VII. Information disclosure (I) Has the company established a corporate website to disclose information regarding the company's financial, business, and corporate governance status? (II) Has the company established other information disclosure channels (e.g., maintaining an English-language website, appointing responsible people to handle information collection and disclosure, appointing spokespersons, or webcasting investor conferences on the company website)? (III) Does the company announce and declare the annual financial report within two months after the end of the fiscal year, and announce and declare the Q1, Q2 and Q3 financial reports and operating status of each month within the prescribed deadline?	✓ ✓ ✓		(I) The corporate website's URL is https://www.winwayglobal.com/ and discloses public information as well as immediate disclosure of information relating to the company's finances, business, and governance. (II) The Company has established an English website, appointed people responsible for handling information collection and disclosure, implemented a spokesperson system, and has made presentation data from the earnings call and relevant information on the corporate website. (III) The Company has announced and declared the annual financial report within two months after the end of the fiscal year, and announced and declared the Q1, Q2, and Q3 financial reports and operating status of each month within the prescribed deadline.	No difference
VIII. Is there any other important information to facilitate a better understanding of the company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier	✓		(I) Employee rights and relations: The Company has always protected the rights of our colleagues; in addition to legal guarantees, there are excellent benefits, unobstructed channels of interactions, and various complaint channels. (II) Investor relations: The Market Observation Post System and corporate website sufficiently	No difference

relations, rights of stakeholders, continuing education of directors and supervisors, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?			discloses information, allowing investors to understand the company's operation status; communication with investors is conducted through the shareholders meeting and spokespersons. (III) Supplier relations: The company maintains unobstructed channels of communication and good working relations with suppliers. (IV) Stakeholders' rights: The Company upholds principles of integrity and ethics in our governance to maintain good relations and unobstructed communications with shareholders, government agencies, customers, employees, suppliers, and other stakeholders. (refer to note 2 for stakeholder communication channels) (V) Continuing education of directors: (refer to note 3 for the continuing education of directors in 2025) (VI) Implementation of risk management policies and risk assessment standards: The Company has established various internal policies approved by the Board of Directors or shareholders and conducts various risk management and assessments. (VII) Customer policy implementation: The Company strives to improve quality and increase professional technology to offer the best services and products to customers. (VIII) The company's purchase of liability insurance for directors: The Company has liability insurance for directors as follows: <table><tr><td>Insured subjects</td><td>Insurance company</td><td>Insured amount</td><td>Insured period</td></tr><tr><td>All directors</td><td>Cathay Century Insurance Co., Ltd.</td><td>200,000,000</td><td>2025/8/3~2026/8/3</td></tr></table>	
IX. Specify the improvement of corporate governance with reference to the evaluation of corporate governance by the Corporate Governance Center of Taiwan Stock Exchange Corporation in the most recent year, and the measures prioritized	✓		The Company has implemented the following improvement plan to improve its performance with respect to the following Corporate Governance Evaluation indicators in 2025: The company has prepared an English version of the Sustainability Report and uploaded it to the Market Observation Post System (MOPS). The Company will continue to enhance the disclosures in ESG Report in accordance	N/A

for issues that require improvement. (Companies not listed for evaluation are exempt)			with the evaluation indicators.	

(Note 1)

Evaluation for the independence and competence of CPAs

(1) The evaluation of "integrity, impartial objectivity, and independence" in accordance with professional ethics and guidelines bulletin number 10 is as follows:

Independence		Compliance of independence	
Item No.	Description	Yes	No
1	If the accountants appointed by the Company have direct or significant indirect conflicts of interest with their commissioned matters which affects their impartiality and independence, they should be decommissioned regardless of their recusal.	V	
2	The audit or review of financial statements are to provide high or moderate but not absolute confidence for potential users of these reports; in addition to maintaining substantial independence, the accountant's formal independence holds more importance. As such, the members of the audit service team, other collaborating CPAs, their firms, and their affiliates should maintain independence from the Company.	V	
3	Do the CPAs appointed by the Company retain the following items: (1) Integrity: CPAs should maintain an attitude of integrity and diligence when performing professional services. (2) Impartial objectivity: When performing professional services, CPAs should maintain impartial objectivity and avoid conflicts of interest that may affect their independence. (3) Independence: When auditing and reviewing financial statements, CPAs should maintain formal and substantial detached independence to fairly express their opinions.	V	
4	Is the independence of CPAs, which is associated with integrity, impartiality, and objectivity lacking or lost in any department during their appointment affecting their position of integrity, impartiality, and objectivity.	V	
5	Is the independence of CPAs affected by self interest, self evaluation, defense, familiarity, and coercion.	V	
6	Independence affected by self interest refers to obtaining financial benefit from this company, or conflicts of interest with the Company due to other interests. Whether the following circumstances have not occurred: (1) Having direct or significant indirect financial interest with the Company. (2) Having financing or assurances with the Company or its directors. (3) Consider the possibility of losing this company. (4) Having close business relationships with the Company. (5) Having potential employment relationships with the Company. (6) Contingent public expenses related to cases investigated by the Company.	V	
7	Independence affected by self evaluations is determined by reports or actions generated by CPAs performance of non-auditing services and an important basis for reviewing conclusions in the process of auditing or reviewing financial statements; or if members in the audit engagement team were formerly a director or supervisor of this company, or are assigned duties that have direct, significant influence over audit cases.	V	

	Whether the following circumstances have not occurred: (1) Members of the auditing service team that are currently appointed as directors, executive officers, or job roles with significant influence on audit cases or have been in the past two years. (2) For non-auditing services provided to this company that directly impact key items of independence for the defense of audit cases,		
8	meaning auditing service team members becoming defenders of the Company's position or opinions resulting in doubt to their objectivity. Whether the following circumstances have not occurred: (1) Advertise or broker the stocks or other securities issued by the Company. (2) Appointment as the Company's defender or represent the Company in coordinating conflicts with third parties.	V	
9	The influence of familiarity on independence refers to close relationships with the Company's directors and executive officers which cause CPAs or auditing service team members to show excessive concern or compassion to the interests of the Company. Whether the following circumstances have not occurred: (1) Having kinship relations with the Company's directors, executive officers, or personnel with significant influence over audit cases. (2) Co-accountants who have been discharged within one year to serve as the Company's director, executive officer, or personnel with significant influence over audit cases. (3) Received and accepted gifts of significant value from the Company's directors or executive officers.	V	
10	The influence of threat on independence refers to members of the auditing service team being subject to or experiencing intimidation by the Company causing doubts of inability to maintain objectivity and clarify professional doubts. Whether the following circumstances have not occurred: (1) Requesting accountants to accept the improper accounting policies or improper disclosure of financial statements as issued by the company's officers. (2) Coercion tactics used on accountants to reduce public expenses, causing the improper reduction of the necessary auditing tasks that must be performed.	V	
11	The accounting firm and members of the auditing service team are responsible for maintaining independence and should consider whether the content of their work have impact on independence and have measures in place to eliminate the aforementioned influence or reduce it to an acceptable level.	V	
12	If influence on independence is confirmed to be significant, determine whether the Company, accounting firm, and auditing service group members have taken appropriate measures to eliminate this influence or reduce it to an acceptable level, then record the conclusion.	V	
13	If the Company, accounting firm, and auditing service team members have not adopted measures, or if the adopted measures are unable to effectively eliminate influence on independence or decrease it to an acceptable level, determine whether to replace accountants to maintain their independence.	V	

(2) Competence evaluation:

Competence		Compliance of competence	
Item No.	Description	Yes	No
1	Whether the qualifications of an accountant are possessed to perform accounting services.	V	
2	Whether there have been incidents of discipline by competent authorities and CPA associations, or punishment in accordance with Article 37-3 of the Securities and Exchange Act.	V	
3	Whether they have knowledge of industries related to the Company.	V	
4	Whether they can perform audits of financial statements in accordance with generally accepted accounting practices and audit financial statements according to accounting rules.	V	
5	Whether they have utilized their position as an accountant to engage in improper competition in business.	V	

(Note 2)
Stakeholders communication channel

Types of stakeholders	Main issues of concern	Communication method (frequency)	Actual stakeholders communication
Employees	- Employee salary and benefits - Talent attraction and retention - Talent development	- The company's internal bulletin board and shared folders (permanent) - Internal employee complaint channel (permanent) - Sexual harassment e-mail (permanent) - Training (ad hoc) - Employee seminars (every 6 months) - Employee compassion interviews (ad hoc) - Labor-management meeting (quarterly) - Employee Welfare Committee (ad hoc) - Performance interviews and evaluations (every 6 months)	- Convened 4 employee welfare meetings - Organized 2 employee seminars - Hosted 900 sessions of internal training in the company - Semi-annual performance evaluations and interviews for all employees - Hosted 4 periodical employer-employee meetings.
Suppliers	- Integrity based operations - Regulatory compliance - Product quality and safety - Information privacy and security - Innovative R & D	- Procurement procedures (performed according to requirements) - Supplier evaluations (regular) - Supplier audits (ad hoc) - Supplier visits or telephone conferences (ad hoc) - Review meetings for each department (performed according to product category) - Procurement meeting (regular) - Supplier e-mail: supplier@winwayglobal.com	- Supplier evaluations (once/quarter) - Procurement staff audits (ad hoc) - Supplier visits - primary raw materials (once/month)
Customers	- Supplier management - Product quality and safety - Information privacy and	- Face-to-face, telephone, or e-mail visitations or discussions. - In-person meetings or online conference. - Issue product announcements to customers or organize supplier meetings	- Actual use of in-person or online conferences to discuss technologies, delivery schedules, and new product development was performed for 6~10 customers. - Actual updates to customers about the development progress of new technologies for key projects whenever necessary was conducted in a total of 40 to 80 cases.

	security	from the customer end. - Complaint e-mail: sales@winwayglobal.com, or submit complaints through face-to-face discussions, telephone, or e-mail to directors or their superiors. - New customer contact e-mail: sales@wiwnayglobal.com. - Attend large exhibition events to strengthen the company's brand image, increase the number of diverse channels to interact with customers. - Media articles and reports in newspapers and magazines. - Post-sale product services e-mail: support@winwayglobal.com	- sales@winwayglobal.com received an average of 15 to 20 e-mails each day involving content such as customers, sales, media interviews, and advertisements; customer business related e-mails are assigned to a corresponding contact and responded within 24 hours. - support@winwayglobal.com offers customers a contact window for technical inquiries and receives an average of 6~10 e-mails daily; customers are responded to within 12 hours. - Large exhibitions: SEMICON China was held according to schedule from March 26 to March 28, 2025; SEMICON SEA was held from May 20 to May 22, 2025 in Singapore; SEMICON Taiwan was held from September 10 to September 12, 2025 in Taipei.
Fund supplier	- Integrity based operations - Diversity and inclusiveness - Occupational safety	- Telephone number and e-mail (permanent) - Spokesperson/deputy spokesperson (permanent) - Earnings call (ad hoc) - Corporate website and Market Observation Post System (permanent) - Regular shareholders meeting (annual) - Investors e-mail (investor@winwayglobal.com)	- 57 Announcements of material information on the Market Observation Post System - 1 Regular shareholders meeting convened - Invited to attend 11 earnings calls
Governmental competent authorities	- Regulatory compliance - Greenhouse gas emissions - Energy management	- Exchange of official documents (ad hoc) - Visits and meetings (ad hoc) - Public briefings (ad hoc) - Seminars (ad hoc) - Environmental health and safety reports (monthly) - Compliance with supervision and audits of competent authorities (ad hoc)	- Scheduled completion of all matters reported to competent authorities. - No violations of environmental protection laws resulting in punishment.

Non-profit organization	- Employee salary and benefits - Regulatory compliance - Diversity and inclusiveness - Greenhouse gas emissions - Social welfare	- Company website (permanent) - Public briefings, seminars, forums, and workshops (irregularly) - Courses and visits (irregularly) - Organized charity activities and donations through the Kaohsiung WWT Charity and Care Association established by the Company.	- Encouraged employees to donate to those affected by Typhoon Danas. - Encouraged employees to donate to those affected by the Mataian Creek barrier lake disaster in Hualien. - Sponsored the National Kangshan Senior High School robotics competition team to participate in the 2025 FRC World Robotics Competition. - Provided education subsidies to 15 underprivileged students in Kaohsiung through the Puren Youth Care Foundation and Kaohsiung Association of Charity Groups. - Donated Dragon Boat Festival/Mid-Autumn Festival and other festival gift boxes, New Year's lunch boxes/summer holiday nutritious lunches, summer growth camps, daily necessities, etc., through the Kaohsiung Firefly Children’s Welfare Care Association. - Participated in charity road-running events organized by groups including Kaohsiung Technology 33 Association, Sunfar Charity Sports Association, Sunfar Computer Co., Ltd., and Co-Life Home Holistic Care Association, with full sponsorship of registration fees for 135 employees and their family members. - Cooperated with the Good Shepherd Social Welfare Foundation to launch a Christmas campaign to care for disadvantaged children, giving out 100 Christmas gifts in total, and donated school supply vouchers to disadvantaged children for the start of the school year. - Collaborated with Taiwan His Hands Christian Home to support programs for orphaned children, including rehabilitation initiatives, nutritional care, facility upgrades, and volunteer companionship programs. - Sponsored the "Art Spreads Love, Illuminates Rural Areas" event organized by the Taitung County Government and the Neo-Classical Chamber Ensemble. - Partnered with Syin-Lu Social Welfare Foundation by purchasing 150 gift boxes as a way to support and encourage individuals with disabilities through practical action. - Employees and their families were mobilized to plant 156 saplings in the Qieding Wetland in Kaohsiung.

			- Collected employees' invoice donations for Genesis Social Welfare Foundation and sponsored the 2025 "Community Love & ESG Charity Fair".
Academic institution	- Talent attraction and retention - Waste management - Energy management	- Company website (permanent) - Public briefings, seminars, forums, and workshops (irregularly) - Courses and visits (irregularly) - Technical workshops held by industry associations	- Collaborated with renowned universities in Kaohsiung to hold campus expos, providing students with pathways and assistance for transitioning from the campus to the workplace. - To cultivate professionals for the semiconductor packaging and testing industry, the Company partnered with National Sun Yat-sen University to establish the College of Semiconductor and Advanced Technology Research, aiming to nurture talent for national strategic industries and offer scholarships worth millions. The third cohort of students has joined WinWay as interns. After the internships, they will be employed to cultivate the professional capabilities of these talents.

(Note 3) Continuing education of directors in 2025

	Name	Date of Training	Organizer	Course Name	Hours
Chairman	Mark Wang	2025/12/19	Taiwan Corporate Governance Association	Strategies and Planning for Corporate Mergers and Acquisitions	3
		2025/11/17	Taiwan Corporate Governance Association	Current global economic situation and the effects of Trump's new policies	3
		2025/07/31	Taiwan Stock Exchange	2025 Strengthening the Taiwan Capital Market Summit	3
Director	JQ Lee	2025/12/19	Taiwan Corporate Governance Association	Strategies and Planning for Corporate Mergers and Acquisitions	3
		2025/11/17	Taiwan Corporate Governance Association	Current global economic situation and the effects of Trump's new policies	3
Director	Jason Chen	2025/12/19	Taiwan Corporate Governance Association	Strategies and Planning for Corporate Mergers and Acquisitions	3
		2025/11/17	Taiwan Corporate Governance Association	Current global economic situation and the effects of Trump's new policies	3
Director	Cliff Liu	2025/12/19	Taiwan Corporate Governance Association	Strategies and Planning for Corporate Mergers and Acquisitions	3
		2025/11/17	Taiwan Corporate Governance Association	Current global economic situation and the effects of Trump's new policies	3
Director	CHIANG HOCK WOO	2025/12/19	Taiwan Corporate Governance Association	Strategies and Planning for Corporate Mergers and Acquisitions	3
Director	Hsiu Yi Hung	2025/12/19	Taiwan Corporate Governance Association	Strategies and Planning for Corporate Mergers and Acquisitions	3
		2025/11/17	Taiwan Corporate Governance Association	Current global economic situation and the effects of Trump's new policies	3
Director	Ted Lee	2025/12/19	Taiwan Corporate Governance Association	Strategies and Planning for Corporate Mergers and Acquisitions	3
		2025/11/17	Taiwan Corporate Governance Association	Current global economic situation and the effects of Trump's new policies	3

Director	Wilson Wang	2025/11/17	Taiwan Corporate Governance Association	Current global economic situation and the effects of Trump's new policies	3
Director	Dennis Chang	2025/03/25	Taiwan Corporate Governance Association	Corporate Governance and Securities Laws and Regulations	3
		2025/03/25	Taiwan Corporate Governance Association	Analysis of Norms and Practical Cases Regarding Competition for Management Rights under Corporate Governance	3

(Note 4) Continuing education courses taken by the Chief Governance Officer in 2025:

Title	Name	Date of Training	Organizer	Course Name	Hours
Corporate governance officer	Canon Tsai	2025/04/18	Taiwan Investor Relations Institute	Corporate Governance Enhancement: Global Talent Trends and Strategic Responses for Building a New Talent Competitiveness Landscape	3
		2025/08/28~2025/08/29	Taiwan Corporate Governance Association	Greenhouse Gas Management Practical Workshop and Sustainable Development Conference - Kaohsiung Session	9

(IV) If the company has a Remuneration Committee, disclose its composition, responsibilities and operations.

1. Members of the Remuneration Committee

Identity Type	Qualifications / Name	Professional qualifications and experience	Independence (Note 2)	Number of other public companies in which the member also serves as a member of their remuneration committee
Independent Director	Hsiu Yi Hung	Please refer to pages 12 to 15 - Professional qualifications and independence of directors		0
Independent Director	Ted Lee			2
Independent Director	Wilson Wang (Note)			0
Independent Director	Dennis Chang			2

(Note) Director Wilson Wang resigned on November 24, 2025.

2. Roles and Responsibilities of the Remuneration Committee

Committee members must exercise the care of a prudent manager to fulfill the following duties, and offer recommendations to the Board of Directors for discussion.

(1) Regularly review these regulations and propose corrective suggestions.

(2) Establish performance evaluation standards, annual and long-term performance targets, remuneration and compensation policies, systems, standards, and structures to regularly review the Company's directors, supervisors, and executive officers then disclose the performance evaluation standards in the annual report.

(3) Regularly evaluate the progress of performance targets for the Company's directors, supervisors, and executive officers; set the contents and amount of individual remuneration based on the results of their performance evaluations.

3. Operation of the Remuneration Committee

(1) The current Remuneration Committee has 3 members.

(2) Term of office of incumbent committee members: July 03, 2023 to June 20, 2026. The Remuneration Committee convened 4 meetings (A) in 2025; the qualifications and attendance records of members are as follow:

Title	Name	Attendance in person (B)	Attendance by proxy	Actual attendance rate (B)/(A)	Notes
Convener	Hsiu Yi Hung	4	0	100%	Director Wilson Wang resigned on November 24, 2025.
Committee member	Ted Lee	4	0	100%	
Committee member	Wilson Wang	3	0	100%	
Committee member	Dennis Chang	4	0	100%	

Title	Name	Attendance in person (B)	Attendance by proxy	Actual attendance rate (B)/(A)	Notes
Other disclosures: I. If the Board of Directors did not adopt or revised the recommendations of the compensation committee, describe the date of board meeting, term of the board, agenda item, resolutions adopted by the board, and actions taken by the company in response to the opinion of the compensation committee (if the remunerations approved by the board of directors are better than those recommended by the compensation committee, describe the difference and reasons): None. II. If with respect to any resolution of the Remuneration Committee, any member has a dissenting or qualified opinion that is on record or stated in a written statement, describe the date of committee meeting, term of the committee, agenda item, opinions of all members, and actions taken by the company in response to the opinion of members: None.					

4. Discussions and resolutions by the Remuneration Committee in 2025 and the company's response to the opinion of committee members:

7th Meeting of the 3rd Remuneration Committee (February 26, 2025)

Agenda	Resolutions	The Company's response to Remuneration Committee opinions
Proposal for the 2024 distribution of remuneration to employees and directors	Proposal approved as proposed by all members in attendance	Approved by all attending members of the Board of Directors
Review of the remuneration policies, systems, standards, and structures for the Company's managers.	Proposal approved as proposed by all members in attendance	Approved by all attending members of the Board of Directors

8th Meeting of the 3rd Remuneration Committee (August 13, 2025)

Agenda	Resolutions	The Company's response to Remuneration Committee opinions
Proposal for the Company's 2024 director remuneration distribution	Proposal approved as proposed by all members in attendance	All directors in attendance, except for those who recused themselves for conflicts of interest, approved the proposal.
Proposal for the 2024 distribution of remuneration to executive officers	Proposal approved as proposed by all members in attendance	All directors in attendance, except for those who recused themselves for conflicts of interest, approved the proposal.
Proposal to review and approve matters related to the allocation list and quantities of the Company’s 2025 issuance of restricted employee shares to managers.	Proposal approved as proposed by all members in attendance	Approved by all attending members of the Board of Directors

9th Meeting of the 3rd Remuneration Committee (November 12, 2025)

Agenda	Resolutions	The Company's response to Remuneration Committee opinions
Regular review of the remuneration of the Company's managers.	Proposal approved as proposed by all members in attendance	Approved by all attending members of the Board of Directors

10th Meeting of the 3rd Remuneration Committee (December 10, 2025)

Agenda	Resolutions	The Company's response to Remuneration Committee opinions
Proposal to adjust the compensation to the Company's independent directors.	After interested parties recused themselves successively from the discussion and resolution of this proposal, the proposal was passed as proposed after the chairperson consulted all Committee members in attendance.	Approved by all attending members of the Board of Directors

(V) Promotion status of sustainable development and discrepancy with industry standards in sustainable development practices and reasons

<table>
<tr><th rowspan="2">Promoted items</th><th colspan="3">Operating status</th><th rowspan="2">Discrepancy with industry standards in sustainable development practices and reasons for listed companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>I Does the Company have a governance structure for promoting sustainable developments and exclusively (or concurrently) dedicated units to be in charge of proposing and enforcing sustainable development? Does the company have its Board of Directors entrust the high-ranking management with the implementation and supervise the status?</td><td>✓</td><td></td><td>In 2022, the Company set up its “Sustainable Development Team”, which was chaired by the President, who assembled executives from the Financial Executive Division, Human Resource Department, Occupational Safety Department, Manufacturing Division, and Global Sales & Marketing Division and divided them into six taskforces by functions and duties: The “Corporate Governance Taskforce”, “Employee Care Taskforce”, “Social Welfare Taskforce”, “Environmental Sustainability Taskforce”, “Supply Chain/Product Management Taskforce”, and “Branding Taskforce” have jointly developed policies, systems, and management guidelines regarding sustainable development and established plans for implementation. They report the sustainability implementation results and stakeholder communication results to the Board of Directors at least annually.</td><td>No difference</td></tr>
<tr><td>II. Does the company perform assessments of risks in environmental, social, and corporate governance issues relevant to its business activities and devise risk management policies and strategies accordingly?</td><td>✓</td><td></td><td>1. The disclosed information encompasses the sustainable development performance of all factories in the Taiwan region from January 2025 to December 2025.
2. The Company has devised a risk management policy with general action plans that effectively identify, assess, monitor, and manage environmental, social, and corporate governance issues to reduce the impact of related risks.
<table><tr><th>Important issues</th><th>Risk assessment</th><th>Description</th></tr><tr><td>The environment</td><td>Greenhouse gas emissions and energy</td><td>Greenhouse gas emissions have caused an alarm among various trades; failure to properly address the emission issue, e.g., failure to meet the requirements of competent authorities and bank</td></tr></table></td><td>No difference</td></tr>
</table>

					management	syndicate or customers' standards when regulations for greenhouse gas emission become effective, will cause significant financial losses to the Company. 1. The Company introduced and developed eco-friendly technology and enhanced source reduction and pollution prevention. 2. By adopting relevant international management systems while launching an energy-conservation and carbon-reduction campaign, the Company reduced resources consumption.		
					Climate change	Not properly addressing the substantive risk and transformation risk arising from climate change will lead to increased operating costs. A good mitigation and adaptation strategy can cushion the impact directly or indirectly effected by climate change. 1. The Company put in place action plans and periodically tracked and examined each performance indicator. By launching measures such as replacement of equipment, recycling and reuse of energy and resources, and improvement in personnel's awareness of electricity conservation, the Company effectively reduced pollutant emission and environmental impact. 2. To ensure compliance with environmental laws, the Company organized an annual internal audit to check the compliance of each operating procedure; it further passed ISO 14001 environmental management system certification (the latest certificate being valid during 2024/09/04~2026/7/24).		
				Community and	Talent development	The Company has long upheld the belief that exceptional talent is a key driver of corporate		

			employee		growth. We have invested significant resources in cultivating the talent needed by the organization and established a systematic and structured training and development framework to ensure that employees grow together with the Company. 1. Talent is the key to the sustainable development of an enterprise. Therefore, we are committed to creating a comprehensive learning and growth mechanism to ensure that employees can continuously improve their professional skills, accumulate career competitiveness, and grow together with the Company. Through internal training, external learning resources, cross-departmental learning, and talent development programs, we provide employees with appropriate growth opportunities at different stages of their careers. 2. We invest substantial resources in training and development to support employees' professional growth, establishing a robust training system that strengthens core technical capabilities. Based on job roles, levels, and competency requirements, we design multi-tiered training programs complemented by mandatory courses for promotion. These initiatives help employees build their professional knowledge and skills, with regular reviews in place to ensure continuous improvement. This approach ensures that employees enhance their capabilities and competitiveness throughout their career development, aligning with the competencies required to achieve the Company's annual goals.		

						3. The Company provides fair and transparent promotion and job rotation mechanisms, with performance, organizational needs, and future development potential as the main basis for promotion evaluations. We clearly define the requirements for promotion and job rotation, allowing employees to develop clear career plans based on their development goals and achieve the standards required for promotion or rotation.		
					Talent attraction and retention	The Company firmly believes that talent attraction and retention are key strategic areas that directly impact the organization's long-term development and competitiveness. Through professional training, academic advancement opportunities, and industry-academia collaborations, we effectively attract potential talent while fostering cohesion among existing employees. 1. We have established internship programs and industry-academia training plans with leading universities such as National Sun Yat-sen University, National University of Kaohsiung, and National Kaohsiung University of Science and Technology. By participating in campus briefings and intern training sessions, we provide students with hands-on experience while encouraging employees to engage in co-teaching as industry mentors. These efforts deepen industry-academia collaboration and strengthen the talent supply within the industrial value chain. 2. We have designed a phased talent development program for employees with development potential and a strong		

					willingness to learn. This program offers a series of training sessions and challenging assignments to help them build professional skills, project management capabilities, and leadership competencies. The program aims to prepare them to become future experts in their fields or take on managerial roles. 3. The Company provides comprehensive employee benefits and a fair workplace environment to ensure that every employee can develop in a safe and growth-oriented environment. The Company provides basic protection in accordance with the law and plans various welfare activities and subsidies through the Employee Welfare Committee. We effectively combine personal performance with the salary system to attract and retain outstanding talents. 4. We are committed to providing flexible work arrangements and family-friendly policies so that employees can choose the most suitable work model based on their personal needs, achieving a balance between work and family. Through flexible work arrangements, childcare support, and family care mechanisms, the Company creates a more inclusive workplace environment and improves employee satisfaction and retention rates.	
				Employee salary and benefits	The key to improving employees' work performance lies in offering up-to-par remuneration and benefits to attract and retain talents, rewarding employees for their diligence and contribution to the Company, and enhancing their sense of belonging.	

						1. The Company establishes a competitive salary structure and provides reasonable remuneration. 2. We offer competitive compensation, benefits, health insurance, and workplace equality to ensure that employees enjoy a fair salary structure and ample opportunities for growth in a positive and inclusive workplace. 3. The Company also establishes a good employer-employee communication channel to facilitate employees' submission of feedback, suggestions, and opinions; doing so can prevent the likelihood of losses resulting from labor disputes in the future.		
					Occupation Safety	Occupational health and safety risk, however minor, will impact colleagues and might cost the Company huge financial or reputation losses, thereby reducing the Company's competitiveness. 1. The Company strives to comply with international advanced safety, health, and environmental standards, and the Kaohsiung plant has obtained the "ISO 45001 Occupational Health and Safety Management System" certificate (12/31/2025 to 12/25/2028). Certain sites, including Hsinchu, are not currently included in the scope of external certification; however, internal self-management has been implemented in accordance with management system standards. In the future, certification under ISO 45001 will be completed in phases in line with operational expansion. The Company commits to providing a compliant and healthy workplace by providing respect, care, and a worker consultation and engagement mechanism. In addition, by		

						organizing periodical occupational safety training and audits, the Company bolsters employees' capability to respond to emergency and attend to their own safety. Furthermore, the Company regularly inspects and corrects system operation as a whole, so as to achieve the goal of continuous improvement and safeguard employees' personal safety.		
				Governance and economy	Integrity based operations	Integrity-based operations are the core element of a company's sustainable operations. Unethical business conduct might lead to litigation that causes direct compensation, and might cause impairment of goodwill, which in turn will hamper a company's business solicitation or recruitment, thus operations. 1. Externally, the Company values its integrity commitment to customers; internally, the Company strictly requires that employees demonstrate a high level of self discipline and comply with company regulations and government laws, and creates a sound code of business conduct and integrity and a good corporate governance culture to avoid operational risks arising from illegal or improper interest exchange, thereby demonstrating the Company's values, ensuring stakeholders' interests, and laying a foundation of business environment that facilitates sustainable development. 2. By adopting a sound internal control system and internal regulations, the Company controls the various legal risks. In addition, an audit is carried out periodically.		
					Regulatory compliance	Illegal conduct will significantly impair business reputation, and might even lead to severe		

						economic loss as a result of a business being fined or ordered to halt operations. 1. The establishment of a governance organization and implementation of internal control mechanisms ensures that all employees and operations of the Company comply with the relevant laws and regulations. In the course of managing the Company's operations, directors and the governance body continue to examine their conduct against the highest integrity standards; in doing so, they build reputation for the Company, aiming to make the Company the most trustworthy and revered company. 2. The Company organizes relevant compliance training courses and provides each department with legal consultation and supporting service. This enhances colleagues' legal awareness lest they unconsciously violate laws and as a result impair the Company's reputation or even cause financial loss to the Company. 3. The Company safeguards its intellectual property rights by patenting products developed in house.		
				Products	Product quality and safety	Products not produced or appropriately labeled in the instruction manual according to established rules, or not controlled for quality according to established rules might cast doubts over environmental or social hazards (including users' health). 1. Each product of the Company complies with government laws and regulations and the EU's RoHS specifications, an embodiment of safeguarding customers' interests. In		

						addition, a customer service number and communication website have been established to ensure customer service quality. Each year, customers are regularly contacted to survey their satisfaction with services, thereby strengthening partnerships and trust with them and building a foundation for long-term operations. Furthermore, we properly label products, provide a user manual, and insure our products against liability for USD2 million (insurance certificate serial number: 51-111-09863205-00003-PDL) to protect customers' interests.		
					Innovative R & D	With sustainable operations issues gaining ground and market demand being volatile in recent years, the industry is witnessing a tidal wave of business transformation. Companies unable to retain sufficient R & D capacity and strength and product innovation capability might see their competitiveness vanished in a wink of time. 1. The Company continues to concentrate resources on the market where it is competitive enough. To embark on the sustainable development trend, the Company leverages advanced semiconductor design and fabrication technology to develop evolutionary products and services to enhance its core competitiveness; doing so enable it to adapt to changes in the business environment and market trend and continue to innovate and break through, thereby creating economic value for itself.		
					Information privacy and security	Leak of inside information or customers' trade secrets will impact company operations; failure to secure customers' trade secrets and privacy will		

	✓		cause financial or reputation loss if a claim is filed against the Company. 1. The Company values customer privacy and strictly secures customer-related information. Business information such as documents and data exchanged between the Company and customers is strictly controlled through the Company's internal system. In doing so, the Company provides comprehensive and assuring service.	
II Environmental issues (I) Has the company developed an appropriate environmental management system, given its distinctive characteristics?	✓		The Company complies with environmental protection laws as well as relevant international standards and guidelines to fulfill our responsibility in protecting the environment and strive for the development of a sustainable environment. The Company implemented the ISO 14001 Environmental Management System in 2014 and completed ISO 14001: 2015 upgraded certification in 2017 (the certificate is valid from 9/4/2024 to 7/24/2026). The company's environmental policies are established based on industry characteristics; environmental management plans are continuously improved and their effective operation is ensured through internal/external audit systems every year.	No difference
(II) Does the company endeavor to improve energy usage efficiency and use renewable materials which have a low impact on the environment?	✓		1. The Company utilizes life cycle as consideration to implement control measures such as environment-oriented product design, waste reduction in manufacturing processes, banning hazardous substances (RoHS), managing chemical raw materials, classifying and managing waste, R.O. wastewater recycling, and energy conservation management to reduce the environmental impact of various products, services, and activities. 2. In terms of green manufacturing, the primary raw materials used in production are compliant with international environmental standards such as RoHS and REACH. The company strives to reduce the consumption of natural resources, reduce waste, and develop recycling technologies; eco-friendly packaging materials are selected for use and action plans such as reduce, recycling, and reuse have been adopted.	No difference
(III) Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business,	✓		1. Climate change is one of the environmental issues of concern at the Company. The potential risks and opportunities are regularly reviewed annually and much effort is invested into the implementation of energy and water conservation plans.	No difference

<table>
<tr><td>and take appropriate action to counter climate change issues?</td><td></td><td></td><td>2. The company has proactively implemented digital operation platforms, reduced the use of printing paper, and is shifting towards the goal of paperless operations in anticipation of becoming an environmentally sustainable low carbon eco-friendly corporation.</td><td></td></tr>
<tr><td>(IV) Does the company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on greenhouse gas reduction, water use reduction, or waste management?</td><td>✓</td><td></td><td>All of the plants in Taiwan have completed the 2025 ISO 14064-1 Greenhouse Gas Inventory Verification and obtained third-party external verification declarations.
Greenhouse gas emissions in the most recent two years:
The statistical scope for 2024 and 2025 covers Kaohsiung Plant No. 1, Kaohsiung Plant No. 2, Hsinchu Plant, and Hsinchu Office.
<table>
<tr><td>Year</td><td>Scope 1 (tonCO2e)</td><td>Scope 2 (tonCO2e)</td><td>Denominator of emission intensity (Unit: Million NTD)</td><td>Emission intensity (excluding Scope 3) (Tons CO2e / Operating revenue of the current year [in millions])</td></tr>
<tr><td>2024</td><td>414.8232</td><td>5850.6086</td><td>5798</td><td>1.081</td></tr>
<tr><td>2025</td><td>413.4407</td><td>6226.0070</td><td>7857</td><td>0.845</td></tr>
</table>The Company took inventory of total water consumption and waste output of factories in 2024 and 2025: Annual water consumption (including water for manufacturing processes and domestic water) was 18,567 mt and 24,778 mt, respectively; total volume of waste (including industrial wastewater) generated was 861.96 mt and 917.42 mt, respectively. Compliance with environmental laws is still observed by fulfilling the responsibilities of waste reduction and environmental protection. The principles of "prevention over treatment" is implemented when we offer excellent green products, continuous improvement of environmental management systems for environmental policies and strive to promote energy conservation and waste reduction plans to achieve the target of energy conservation and reduction of both carbon and greenhouse gases.
Energy-conservation and waste-reduction plans:
Thanks to our energy-saving plan that included replacing lighting fixtures and optimizing air-conditioning systems in 2024 and 2025, we were able to conserve a total of 187,987kWh of electricity, or approximately 677GJ, in 2024, and 646,026kWh of electricity, or approximately 2326.22GJ, in 2025.
The water conservation of manufacturing processes and wastewater reduction plans implemented in 2024 and 2025 effectively conserved 28.9% energy</td><td>No difference</td></tr>
</table>

			performance and 28.9% waste reduction. WinWay's Kaohsiung Plant No.1 installed solar power generation equipment with an installed capacity of 99.96 kW, which produced 116,256 kWh of green electricity in 2024, reducing annual carbon emissions by 57.55 tons. 116,284 kWh of green electricity was produced in 2025, resulting in an annual reduction of carbon emissions of 57.56 tons. WinWay's Kaohsiung Plant No.2 installed solar power generation equipment with an installed capacity of 259.125 kW, which produced 335,608 kWh of green electricity in 2024, reducing annual carbon emissions by 166.126 tons. 309,568 kWh of green electricity was produced in 2025, resulting in an annual reduction of carbon emissions of 153.2 tons.	
IV. Social issues (I) Has the company developed its policies and procedures in accordance with laws and the International Bill of Human Rights?	✓		(see table below)	No difference

Human Rights Policy	
WinWay Technology fulfills our corporate social responsibility and strives to guarantee the basic human rights of all colleagues. We acknowledge and comply with the International Bill of Human Rights, The UN Global Compact, United Nations Guiding Principles on Business and Human Rights, the International Labour Organization, and other international human rights conventions. We also encourage our business partners to eliminate any violations or infringements of human rights in their business activities as well as comply with local labor laws.	
Human Rights Management Policy	**Concrete measures**
Provision of safe, healthy, hygienic work environments;	vaccination against flus; employee health checkups; cancer screenings; calorie calculations by nutritionists for catering; and health-promoting activities, e.g., courses on slimming, quitting smoking, controlling hypertension, giving first aid, and using cardiopulmonary resuscitation (CPR) and automated external defibrillators (AED). The company has made available AEDs, oxygen cylinders, and first aid kits, and performs environmental monitoring every six months. Registered nurses and physicians provide health consultation service and give nursing education onsite, follow up health

					conditions, and carry out the four major plans.		
				Employees have the freedom of association and assembly in compliance with laws.	Employees have the liberty to assemble clubs; the Company also formulated its "Rules for Establishing Clubs”; The labor-management meeting is comprised of representatives from both the labor and management in accordance with laws, and takes place on a regular basis.		
				Ban the hiring of child labor and forced labor.	The Company does not employ child labors, and has set out several regulations, including "Work Rules", "Rules of Recruitment and Appointment", and "Rules of Attendance Management", which have been strictly implemented.		
				Support and strive for the physical/mental health and work-life balance of employees	The Company provides a breastfeeding room, gym, aerobics classrooms, and recreational amenities, as well as health education on current epidemic diseases. The Company regularly arranges outdoor events like employee outings, family days, and sports days, and offers subsidies to motivate employees to take part.		
				Eradicate discrimination, bullying, and harassment in any form and provide various channels for internal/external communication and reporting violations	The Company has instituted the "Regulations for Sexual Harassment Prevention, Complaints Filing, and Punishment", which have been included in the annual education and training for employees and orientation training in 2025. In addition, it has included courses on prevention of illegal infringements in the workplace and complaint channels, which were attended by 767 people in 2025.		

<table>
<tr><td></td><td></td><td></td><td><table><tr><td>Protect privacy and personal data</td><td>The company has implemented an Information Security Management System (ISMS) to regulate and safeguard information security and personal data.</td></tr><tr><td>The company devises the "Supplier Code of Conduct" to convey human rights-associated standards to suppliers.</td><td>The company requests suppliers to sign the “Supplier Code of Conduct” as early as at the supplier evaluation and assessment stage.</td></tr></table></td><td></td></tr>
<tr><td>(II) Does the company establish and implement reasonable employee benefits (including remuneration, leave, and other benefits) and ensure business performance or results are reflected adequately in employee remuneration?</td><td>✓</td><td></td><td>1. The Company provides good labor conditions and satisfies employee demands. In addition to providing basic guarantees, the Employee Welfare Committee organizes various employee welfare events and subsidies. Guidelines have been established for remuneration, various bonuses, and examination methods to effectively link work performance to an individual's remuneration.
2. The Company offers competitive salaries and bonuses in order to attract and retain exceptional talent and to share the results of the Company's operations with employees. A reasonable and competitive remuneration system is provided.
(1) Competitive and incentivizing remuneration
◆ Employees who are employed on a permanent basis are eligible to receive a bonus equivalent to two months' salary for each of the three major Chinese Festivals.
◆ The Company provides reasonable salary adjustments based on work performance. In 2025, there were annual and promotion salary adjustments across the Group, with a median of 5% to 10% and the highest individual increase up to 20%.
◆ Performance bonuses and annual dividends are based on the results of company profit, division targets, and personal performance evaluations.
◆ Employees enjoy free group insurance, covering personal life insurance, personal accident insurance, group injury medical insurance, hospitalization medical insurance, cancer medical insurance, overseas emergency assistance, and contract change rights. The coverage places particular emphasis on protection in the event of accidents resulting in death, disability, medical treatment, or burns. It also includes salary compensation and medical benefits during periods when employees are unable to work due to illness or injury.</td><td>No difference</td></tr>
</table>

			◆ New restricted employee awards: The Company issued new restricted employee shares to retain professionals and encourage long-term service and cohesion among employees, to jointly achieve the Company's business goals. ◆ Employee ownership trust: The Company allows employees to provide an additional contribution equal to up to 20% of the employee's full salary, and further makes a contribution equal to the employee's contribution depending on the employee's performance. In doing so, The Company provides an alternative to the long term financial planning of employees. (2) Activities for physical and mental balance ◆ Regularly host year-end banquets ◆ Domestic company trips, annual travel subsidies ◆ Quarterly department gatherings and club activities from time to time ◆ Headquarters offers rooms for pool/table tennis/fitness/nursing/rest (3) Flexible vacations ◆ Weekends off/flexible work schedule ◆ Maternal checkup leave, maternity leave, paternity leave, parental leave without pay, childcare work hours, family care leave, menstrual leave, etc. (4) Compassionate colleague assistance Provide gifts for marriage and childbirth, hospitalization consolation money and gifts, funeral consolation money, and emergency rescue funds, etc. (5) Employee Welfare Committee: The Company has established an Employee Welfare Committee to plan and organize various employee benefits in accordance to the Employee Welfare Fund Act. The planning of an annual budget and welfare provides employees with assistance in areas such as marriages, funerals, diseases, and childbirth as well as gifts of money on birthdays and holidays, and regular organization of various travel activities to provide employees with good physical and mental balance and improve camaraderie between colleagues. (6) Employee care Flexible work hours allow employees to independently adjust their work hours.	
(III) Does the company provide employees with a safe and healthy work environment? Are employees	✓		**Policies and management of occupational safety and health** The company complies with requirements of the Occupational Safety and Health Act and	No difference

trained regularly on safety and health issues?			the articles and structures of the International Organization for Standardization's (ISO) "Occupational health and safety management system (ISO 45001:2018) in formulating occupational health and safety policy and collecting internal/external issues such as the demands and expectations of stakeholders. The risk assessment of safety and health is performed through the support of executive officers and with the consultation and participation of workers to formulate and execute occupational health and safety targets and performance indicators. The use of measures such as automated mutual exclusion lock protective devices in machinery, chemical substance management, hazard warning signs, and distribution of protective supplies help eliminate hazards and reduce occupational safety and health risks; We give annual safety and health training to foster employees' awareness of safety and health. We provide health-promoting activities, in addition to courses on first aid, CPR, and AED. We also regularly hold an employee health checkup, where professional medical staff provide health consultation and guidance. In doing so, we manage to create a healthy and safe workplace. **<u>Scope of management system validations</u>** The Company's Kaohsiung plant obtained certification for ISO 45001 occupational safety and health management system in 2019 (newest certificate valid from 12/31/2025 to 12/25/2028). The system's operational efficiency is guaranteed by regular audits conducted by both internal and external audit systems. **<u>Monitoring of operation environments</u>** The planning and execution, sampling, monitoring, and analysis of operational work environments is used to assess employee exposure conditions in their operation environments. Monitoring is performed regularly twice a year to verify that concentrations of hazardous substances in the workplace are lower than permitted exposure standards in order to guarantee the safety of on-site workers. **<u>Occupational safety inspections</u>** • On-site patrol and management of occupational safety and health The supervisors of each department perform regular or irregular patrols of health and safety for areas within their responsibility and offer safety guidance to	

<table>
<tr><td></td><td></td><td></td><td>workers with unsafe behavior.
The Occupational Safety Office provides safety and health consultation and guidance to all units and performs weekly ad hoc safety and health inspections across operation sites. If an exception is discovered during inspections, a notice is issued to the department at fault to implement corrective, preventative, and improvement measures.
• Inspections of contractor construction
When contractors enter factory areas, the department requiring construction must notify contractors of operational hazards and compliance to safety and health regulations. During construction, the department requiring construction and the Industrial Safety Office must perform safety inspections, simultaneously providing counsel and auditing, to jointly prevent the occurrence of occupational hazards and protect safety in the workplace.
<u>Occupational safety performance</u>
• Past 2 years at the company - statistics of incapacitating injuries to employees
<table>
<tr><th>Accident type
Year</th><th>Incidents involving death</th><th>Incidents involving disability</th></tr>
<tr><td>2024</td><td>0</td><td>1</td></tr>
<tr><td>2025</td><td>0</td><td>5</td></tr>
<tr><td colspan="3">Description: The statistics above are limited to the scope of business conducted within factories and does not include accidents that occur during commutes.
The Company did not suffer any fire accidents in 2024 and 2025.</td></tr>
</table></td><td></td></tr>
<tr><td>(IV) Does the company set up effective career development and training programs for its employees?</td><td>✓</td><td></td><td>WinWay Technology's implementation of talent cultivation and competency training received acknowledgment again in 2025 by receiving a bronze award from Talent Quality Management System (TTQS). The purpose of development and training is to give employees an understanding of the company's operating strategy and organization overview, add to the professional knowledge and technical capabilities required in their jobs, and allow employee's goals to coincide with the company's to maximize value and profit.
WinWay Technology emphasizes the training, development, and competency of all employees by planning comprehensive learning structures: Basic and general training for new employees, professional competency training by department, interdepartmental training, and promotion management training are used to construct a comprehensive career development training course that improves the</td><td>No difference</td></tr>
</table>

			general quality and skills of employees. Additionally, the organization's ability to adapt to environments is strengthened, improving the company's competitiveness and achievement of the established operating strategies and targets. Every year, we conduct annual assessments of employee competency needs and gaps to design corresponding training programs for each stage of development. This approach allows us to map out clear training paths for various roles, ensuring that the training content is practical, applicable, and aligned with actual job requirements. The diverse courses include topics such as management, professional, product core, language and soft categories, etc., and exclusive courses are designed for different levels. In 2025, 900 sessions of the Company's internal education and training were held, with an average of about 19.38 hours of training per person.	
(V) Does the Company comply with relevant laws and international standards in relation to customer health and safety, customer privacy, marketing, and labeling of products and services, and has it established relevant consumer or customer protection policies and grievance procedures?	✓		The laboratories implemented at the Company's R&D center and partner certification agencies comply with international energy efficiency guidelines to ensure that sale of products is legal in global regions and satisfy the product energy efficiency standards of both customers and markets. The Company has established procedures for handling customer complaints and a transparent, effective communication channel for products and services. There is also an area for corporate social responsibility on the corporate website which contains a communication channel for stakeholders to facilitate the expression of customer complaints and various stakeholder opinions. A customer satisfaction survey is conducted annually and their results are used in analysis and improvement.	No difference
(VI) Does the company implement supplier management policies, requiring suppliers to observe relevant regulations on environmental protection, occupational health and safety, or labor and human rights? If so, describe the results.	✓		The Company has established a "Management Guidelines for WinWay Suppliers" which includes screening requirements for suppliers that implement environmental protections, human rights, safety, health, and sustainable development; suppliers are given requirements and expectations in the aspects of environmental safety and health risks, banning child labor, labor management, non-infringement of basic labor rights, moral standards, and integrity based operations. The Company has established a supplier counseling plan based supplier selection, audit counseling, performance evaluations, training, and supplier forums; the plan is based on cooperation and implements sustainability requirements in the daily management of supply chains. Currently, 100% of the suppliers working with the Company meet the following requirements. Supplier evaluation:	No difference

			1. All suppliers must supplier evaluations and comply with the supplier's code of conduct. 2. Suppliers of raw materials related to manufacturing processes must pass certification for ISO9001 quality management system. 3. Contractors in factory and related operations must obtain certification for ISO45001 occupational safety and health management system. 4. Suppliers must obtain valid government issued factory registrations based on their industry category and obtain certification for ISO14001 environmental management. Supplier audits: The Company has established an audit group and counseling team which focus on tracking the faults of suppliers and their progress of improvement, collaborating to improve quality and technology, strengthening the performance of environmental protections, safety, and health, and implement automation to improve production capacity.	
V. Does the Company adopt internationally widely recognized standards or guidelines when producing sustainability reports and reports disclosing the company's non-financial information? Do the reports above obtain assurance from a third party verification unit?	✓		The Company has prepared its sustainability report by the core options of the GRI Standards published by the Global Reporting Initiate (GRI) but has yet to have the report assured by a third-party certification body.	No difference
VI. If the Company has established sustainable development principles based on Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any discrepancy between the principles and their implementation: The Company has established best practice principles for sustainable development that operate without any significant differences.				
VII. Other material information that can assist with understanding the progress of implementing sustainable development(such as environmental protection, community participation, social contribution, social services, social welfare, consumer's rights, human rights, safety and health, or any other systems and measures for social responsibility and their fulfillment progress): (I) Environmental protection: Continuous improvement in compliance to environmental protection laws, execution of controls, and implementation of the ISO14001 environmental management system.				

The Company invested in the following energy-efficient equipment in 2025 to conserve energy and reduce carbon emissions.

	Name of equipment	Amount	Energy (or carbon) saving capacity
1	Replace lighting fixtures with LED lights.	NT$124 thousand	66.56GJ
2	Replacement of split-type air conditioners in the IT server room	NT$90 thousand	30.61GJ
3	Raised the chilled water outlet temperature by 1.5°C for air conditioning	NT$0	76.38GJ

(II) Community participation, social contribution, social services, social welfare:

Benefit theme	**Partner**	**Collaboration content**
Children and youths/vulnerable families	Kaohsiung Firefly Children's Welfare Care Association	Provided lunch boxes to disadvantaged and underprivileged families in Kaohsiung during the New Year, Dragon Boat Festival and summer vacation, and sponsored summer growth camps.
Education for underprivileged students	Puren Youth Care Foundation	Provide education subsidies to 5 underprivileged students in Kaohsiung.
Education for underprivileged students	Kaohsiung Association of Charity Groups	Provide education subsidies to 10 underprivileged students in Kaohsiung.
STEAM education	National Kangshan Senior High School	Sponsored the National Kangshan Senior High School robotics competition team to participate in the 2025 FRC World Robotics Competition.
Charity run	Kaohsiung Technology 33 Association, Sunfar Charity Sports Association, and Sunfar Computer Co., Ltd.	Fully sponsored 33 employees and their family members to participate in the 2025 RUN FOR FUTURE (4th Sunfar × Kaohsiung Charity Run).
Charity run	Co-Life Home Holistic Care Association	Fully sponsored 102 employees and their family members to participate in the 10th Co-Life Home Holistic Care Charity Run in 2025.
Youth/vulnerable people	Kaohsiung City Taiwan His Hands Christian Home	Donated to programs for orphaned children, including rehabilitation initiatives, nutritional care, facility upgrades, and volunteer companionship programs.
Underprivileged rural communities/arts and culture	Taitung County Government and the Neo-Classical Chamber Ensemble	Sponsored the "Art Spreads Love, Illuminates Rural Areas" event organized by the Taitung County Government and the Neo-Classical Chamber Ensemble.

Humanitarian aid	Taiwan Foundation for Disaster Relief	Encouraged employees to donate to those affected by Typhoon Danas.
Children and youths/vulnerable families	Good Shepherd Social Welfare Foundation	Donated school supply vouchers to underprivileged children for the start of the school year. Delivered 100 Christmas gifts to pass on care and love and fulfill Christmas wishes.
Disability	Syin-Lu Social Welfare Foundation	Purchased 150 gift boxes as a way to support and encourage individuals with disabilities through practical action.
Environmental conservation	Kaohsiung i-plant-trees Association	Employees and their families were mobilized to plant 156 saplings in the Qieding Wetland in Kaohsiung.
People in a vegetative state	Genesis Social Welfare Foundation	Collected employees' invoice donations for Genesis Social Welfare Foundation. Sponsored the 2025 "Community Love & ESG Charity Fair".
Humanitarian aid	Taiwan Mennonite Christian Medical Foundation	Encouraged employees to donate to those affected by the Mataian Creek barrier lake disaster in Hualien, with donations contributed to the Mennonite Christian Hospital team to support emergency care, wound treatment, chronic disease management, medical supply replenishment, and post-disaster reconstruction efforts.

(III) Consumer's rights: The Company has appointed personnel to handle customer complaint cases and service customers.

(IV) Human rights: Employees are recruited under the principle of equal hiring; the company complies with the Labor Standards Act and relevant laws to guarantee human rights and the rights and interests of employees. Guarantee that employee's right to employment are not violated, prohibit discriminatory behavior based on groups, skin color, age, gender, sexual orientation, nationality, pregnancy, religion, political party, club membership, or marital status to ensure that all individuals are treated equally and fairly. Prohibit any form of employment discrimination.

(V) Diversified workplace: The Company values employees, in that it provides them with a dignified, fair, and safe workplace at every stage, from recruitment, employment, cultivation, and retention; guarantees that employee's right to employment are not violated; prohibits discriminatory behavior in any form based on groups, skin color, age, gender, sexual orientation, ethnicity, pregnancy, religion, political party, club membership, marital status, or other circumstances guaranteed by applicable laws; and fulfills the policy on employment diversity and fair opportunities to remuneration and promotion, to ensure that all individuals are treated equally and fairly.

Indicators	Percentage (%)
Female employees as a percentage of total employees (%)	45%
Female officers as a percentage of all officers (%)	28%
Female executives as a percentage of all executives (%)	8%

(VI) Safety and health: Continuously improve compliance to safety and health regulations, execute controls, and implement the ISO45001 occupational safety and health management system.

1. Management of health risks in the workplace: Analyze risks to control hazardous factors, to prevent occurrence of work-related illness.
2. Support a culture of health at work: Prioritize the health of our staff by offering health screenings, vaccinations, and health-promoting workshops and activities, as well as promoting smoke-free policies in the workplace.
3. Our exceptional performance in 2023 led to us receiving a certificate of appreciation for our efforts in promoting health through the Heartfelt Plan for Health Micro-actions at the Workplace. In 2024, the Company received certification from the Health Promotion Administration, Ministry of Health and Welfare and obtained a Badge of Healthy Workplace Promotion.

VIII. Implementation status of climate-related information

<table>
<tr><th>Item</th><th>Implementation</th></tr>
<tr><td>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</td><td>The Company's Board of Directors is the highest level guiding unit responsible for reviewing and guiding the Group's overall climate change strategy, action plans, and annual goals.
The Company's Sustainable Development Team established an "environmental sustainability" executive team. The Occupational Safety Department is in charge of climate change-related matters and is responsible for analyzing and monitoring risks related to climate change. Regular team meetings are held for discussion and the Company's executive teams corresponding to each identified risk summarize and periodically report work results to the Sustainable Development Team.</td></tr>
<tr><td>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</td><td>Climate risk management at the Company follows the framework set forth in TCFD guidelines. Through the collection of past climate data and inter-departmental dialogs, we identify major climate change risks and opportunities. Subsequently, we assess the short, medium, and long-term financial effects of relevant risks and opportunities, crafting adaptations and response tactics for the Company's business model and strategy. The results are as follows:
<table>
<tr><th>Type</th><th>Item</th><th>Impact time point</th><th>Impacts on business and strategy</th><th>Impact on financial status</th></tr>
<tr><td>Transition risk</td><td>Required by policies and laws</td><td>Medium-term</td><td>The Company must consider a design of an energy management system across all factories in response to the renewable energy target and GHG emissions reduction target set under policy or mandatory requirements. Such a design must be able to ensure steady supply of energy, and must factor in renewable energy consumption. Failure to do so will result in the Company facing elevated energy consumption costs, carbon fees, or penalties.</td><td>Increase in operating cost
Increase in operating expenses</td></tr>
</table></td></tr>
</table>

	Physical risks	The occurrence of droughts or floods due to both extreme weather conditions and a constant increase in average temperature.	Medium-term	To cope with the extreme climate events caused by the greenhouse effect, the Company must evaluate the safety of its future physical assets and make sure it has backup measures in place to deal with abnormal weather events, such as ensuring uninterrupted access to water resources and energy to maintain normal operations. These measures necessitate the Company implementing changes to its factories or production lines. Moreover, as the temperature rises, ensuring the suitable temperature of the production line may require replacing production line equipment.	Increase in capital expenditure Increase in operating cost
	Opportunities	Constructing buildings with high energy efficiency feature	Long-term	In light of the tightening regulations on energy consumption both in Taiwan and worldwide, the Company must account for the building's energy consumption when expanding or building new factories in the future. This action will result in a decrease in the Company's greenhouse gas emissions, hence a reduction in external carbon costs.	Increase in capital expenditure Decrease in operating cost Decrease in operating expenses
3. Describe the financial impact of extreme weather events and transformative actions.	The consequences of extreme weather events could include supply chain disruptions, difficulties for employee commuting, and decreased productivity due to long-term warming. As a result of these scenarios, the Company will incur higher maintenance costs and have to put in place some measures, including allocating funds towards flood control and disaster prevention infrastructure, sourcing secondary suppliers, among other measures, which will impact the Company's financial planning. The Company has taken transformation actions, e.g., establishing renewable energy facilities or updating production line equipment due to engagement in the development of low-carbon products or in response to changes in regulations and customer requirements. Although the transformation actions carry the risk of poor operating performance because of substantial capital expenditures in the early stage, they can lead to long-term profits and achieve corporate sustainability if achieving the intended objectives.				
4. Describe how climate risk identification,	The Company's Sustainable Development Team irregularly collects domestic and overseas climate change trends and regulatory changes, convenes team meetings to identify risks each year, and formulates response plans based				

assessment, and management processes are integrated into the overall risk management system. GHG emissions, product requirements and supervision, low-carbon t management	on the identification results of climate risks and opportunities.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The Company has yet to use scenario analysis to assess its resilience to climate change risks.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	The Company's transition plan for managing climate-related risks is still under deliberation.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The Company has yet to use internal carbon pricing as a planning tool.
8. If climate-related targets have been set, the	According to the results of evaluation conducted by the Company, the Company is not a big carbon emitter. Therefore, climate-related targets are still under deliberation.

activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	
9. Greenhouse gas inventory, inventory assurance status, and reduction targets/strategies/actions (specify them separately below in 1-1 and 1-2).	Please refer to 1-2 and the reported contents in 1-2.

1-1 Greenhouse gas inventory and inventory assurance status in the past two years

1-1-1 Greenhouse gas inventory information

Greenhouse gas emissions in the most recent two years are detailed in the following table, but third-party verification has not been conducted for 2024. Greenhouse gas assurance was completed in 2025.

Year	Scope 1 (tonCO2e)	Scope 2 (tonCO2e)	Denominator of emission intensity (Unit: Million NTD)	Emission intensity (excluding Scope 3) (Tons CO2e / Operating revenue of the current year [in millions])
2024	414.8232	5850.6086	5798	1.081
2025	413.4407	6226.0070	7857	0.845

1-1-2 Greenhouse gas inventory assurance information

The Company's 2025 greenhouse gas emissions have been verified by an independent third-party assurance agency, SGS, in accordance with ISO 14064-1:2018, and a verification statement with a reasonable level of assurance has been obtained.

1-2 GHG reduction targets, strategies, and specific action plans. Describe the greenhouse gas reduction baseline year and its data, reduction targets, strategies, specific action plans, and achievement of reduction targets.

Scopes 1+2 GHG reduction goals (with 2024 as the base year)

- Short-term goal (2028): 1% less compared to the baseline year each year
- Mid-term and long-term goals (2030): 2% less compared to the baseline year each year

Energy goals:

- Mid-term and long-term goals (2030): Achieve renewable energy use accounting for 10% of annual electricity consumption

Reduction strategy: Reduction of standby energy loss, implementation of energy-saving projects (replacement of old machines, replacement with frequency converters, and replacement with energy-saving equipment), R&D and introduction of eco-friendly materials, and installation of green electricity devices.

Specific action plans:

1. Improve the efficiency of lighting equipment and replace T5 lamps and inefficient LED panels with LED lamps.
2. Improve the efficiency of air conditioning equipment, such as: Replace underperforming air-cooled chillers, adjust chilled water outlet temperatures for improved efficiency, and implement a temperature control system to maintain office areas at 25°C.
3. Improve the efficiency of air compression equipment, such as: old fixed frequency equipment replacement, equipment part replacement, and motor maintenance
4. Complete the 2025 ISO 14064-1 Greenhouse Gas Inventory for all plants and obtain a third-party external verification declaration.
5. Phase I - Installed solar power generation equipment with an installed capacity of 99.96kW at Kaohsiung Plant No. 1. Phase II in Kaohsiung Plant No. 2 has an installed capacity of 259.125kW.
6. Decide whether to new or expanded plants will all obtain the green building mark.

Achievement of reduction targets:

1. The annual internal audit plan focuses on WinWay's compliance with environmental laws and regulations, and audits the compliance of each operating procedure.
2. Introduction of ISO 14001 environmental management system and review of GHG emissions and energy management performance.

3. The energy-saving plan for lighting replacement and air-conditioning and air compression equipment optimization in 2025 saved a total of 646,026 kWh and approximately 2326.22 GJ.
4. Solar panels of WinWay's Kaohsiung Plant No. 1 have an installed capacity of 99.96kW. They generated 116,256 kWh in 2024 and 116,284 kWh in 2025. Solar panels of Kaohsiung Plant No. 2 have an installed capacity of 259.125Kw. They generated 335,608 kWh in 2024 and 309,568 kWh in 2025.

(VI) Implementation of ethical corporate management and measures and departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons:

Evaluation item	Operating status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
I. Establishment of ethical corporate management policy and approaches (I) Has the company implemented a board-approved ethical corporate management policy and stated in its regulations and external correspondence the ethical corporate management policy and practices, as well as the active commitment of the board of directors and management towards enforcement of such policy?	✓		(I) The Company's Principles for Honest Business Practices was approved by the Board of Directors on December 12, 2019; additionally, the Company's Procedures and Guidelines for Ethical Corporate Management Best Practice Principles was approved for revision by the Board of Directors on March 19, 2021.	No difference
(II) Does the company establish mechanisms for assessing the risk of unethical conduct, periodically analyze and assess operating activities within the scope of business with relatively high risk of unethical conduct, and formulate an unethical conduct prevention plan on this basis, which at least includes preventive measures for conduct specified in Article 7, Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies?	✓		(II) The Company has established Procedures and Guidelines for Ethical Corporate Management Best Practice Principles detailing how to prevent unethical behavior and procedures for handling illegitimate interests. By combining regular propaganda of ethical corporate management practices with human resource policies, effective systems for complaints, rewards, and punishment have been established.	
(III) Does the company provide clearly the operating procedures, code of conduct, disciplinary actions, and appeal procedures in the programs against unethical conduct? Does the company enforce the programs above effectively and perform regular reviews and amendments?	✓		(III) Establish effective accounting and internal control systems, prohibit the taking and sending of bribes, illegal political donations, the giving or acceptance of inappropriate gifts, entertainment, or other illegitimate interests; the design and execution of these systems are continuously reviewed to ensure they remain effective.	

II. Implementation of ethical corporate management (I) Does the company evaluate the ethical records of counterparties and sign contracts with them? (II) Does the company have a dedicated unit responsible for business integrity under the board of directors which reports the ethical management policy and programs against unethical conduct regularly (at least once a year) to the board of directors while overseeing such operations?	✓ ✓		(I) Prior to establishing a business relationship, the company evaluates the counterparty's legality, ethical corporate management policies, and establish provisions for ethical behavior in contracts signed with primary external suppliers. (II) The President's Office is the responsible unit for revising, implementing, and interpreting the Procedures for Ethical Management and Guidelines for Conduct, recording and archiving the reported contents, and overseeing the implementation thereof. The implementation progress in 2025 was reported at the 11th meeting of the 9th Board of Directors on February 25, 2026; the results of implementation of the various ethical corporate management policies and prevention plans in 2025 are as follows: 1. We continue to implement the ISO 27001 Information Security Management System to protect the Company’s R&D achievements and trade secrets, thereby enhancing overall competitiveness. 2. Supplier commitments: Comprehensively request the signing of an ethical commitment statement and supplier's code of conduct for primary and new suppliers; achievement rate of 100%. 3. Policy advocacy and training: Ethical management policy advocacy courses and education and training are given to all employees face-to-face, through the online training system, or through announcements. That includes courses on corporate ethics, information security, trade secrets, intellectual property compliance, and legal compliance, which were taken by 1,100 persons, with a course completion rate of 100%. In addition, we arrange for all directors to take courses on corporate sustainability and ESG. 4. Reporting procedures and whistleblower protections: As corporate governance requirements mandate enhanced information disclosure, we publish our ethical corporate management action plans and internal and external whistleblowing channels on our official website, thereby	No difference

(III) Has the company established policies to prevent conflicts of interests, implemented such policies, and provided adequate channels of communications? (IV) Does the company have effective accounting system and internal control systems set up to facilitate ethical corporate management, does the internal auditing unit formulate audit plans based on unethical conduct risk assessment results, and does it audit compliance with the unethical conduct prevention plan or commission a CPA to perform the audit? (V) Does the company organize internal and external education and training periodically to help enforce ethical corporate management?	✓ ✓ ✓		implementing a whistleblowing system in addition to an enhanced mechanism for detecting and preventing frauds. 5. Regular reviews: Perform risk assessments of corruption related matters for business activities at all operation locations; independent audits from auditing units to ensure the operation of general mechanisms. (III) The Company's Procedures and Ethical Corporate Management Operating Procedures and Code of Conduct sets clear guidelines, rewards, and punishments. In addition, a channel is provided to report statements and complaints in order to implement best practices. (IV) In order to implement ethical corporate management, the Company's accounting and internal control systems are formulated in compliance with Regulations Governing the Preparation of Financial Reports by Securities Issuers, Regulations Governing Establishment of Internal Control Systems by Public Companies, and relevant regulations; an internal auditor regularly audits compliance to accounting and internal control systems and provides an audit report to the Board of Directors. (V) The Company regularly organizes training for ethical corporate management.	
III. Implementation of the Company's whistleblowing system (I) Does the company provide incentives and means for employees to report malpractices? Does the company assign dedicated personnel to investigate the reported malpractices? (II) Does the company have in place standard operating procedures for investigating and processing reports, as well as follow-up actions and relevant post-investigation confidentiality measures?	✓ ✓		(I) The Company has established multiple reporting and complaint channels such as e-mail inbox, employee suggestion box, and whistleblower e-mail inbox. we publish our ethical corporate management action plans and internal and external whistleblowing channels on our official website. This facilitates a robust and efficient communication channel for expressing opinions, enabling quick and effective resolution of any issue at sight, which in turn strengthens the fraud detection and prevention mechanism. (II) A complaint and reporting manual has been established with standard operating procedures for investigations as well as rules for confidentiality.	No difference

(III) Has the company provided proper whistleblower protection?	✓		(III) Any cases involving whistleblowers are recorded and handled in a confidential manner. A designated staff member is assigned to handle each case and explicit confidentiality measures are in place to ensure that whistleblowers are protected.	
IV. Information disclosure improvement (I) Has the Company disclosed the contents or its Ethical Corporate Management Best Practice Principles as well as relative implementation results on its website and on the Market Observation Post System?	✓		The company has established Principles for Honest Business Practices and disclosed this information to investors through the corporate website.	No difference
V. Describe the deviations, if any, between actual practice and the ethical corporate management principles, if the company has formulated such principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies: No difference.				
VI. Other material information (such as the company's announcement of commitment and policies for ethical corporate management to companies with business relationships, invitations to participate in training, review and revisions of the company's Ethical Corporate Management Best Practice Principles, and other circumstances) that is beneficial for understanding the company's progress in ethical corporate management: None.				

(VII) Other significant information which may improve the understanding of corporate governance and operation: None.

(VIII) Implementation of internal control system:

1. Internal Control Statement

WinWay Technology Co., Ltd.
Statement of Internal Control System

Date: February 25, 2026

In 2024, the Company conducted an internal audit of its internal control system and hereby declares the following:

I. The Company takes recognizance of the fact that the establishment, execution, and maintenance of its internal control system are the responsibilities of the Company's Board of Directors and managers; such policies have been implemented throughout the Company. The purpose is to provide reasonable assurance to the effectiveness and efficiency of business operations (including profitability, performance, and security of assets), reliability, timeliness, and transparency of reports and compliance with relevant regulatory requirements in reaching compliance targets.

II. Internal control regulations possess inherent shortcomings. However perfectly designed, an effective internal control system can only provide reasonable assurance of the three objectives as mentioned above. Furthermore, its effectiveness may change due to changes in the company's environment and circumstances. However, self-supervision measures were implemented within the Company's internal control system to facilitate immediate rectification once procedural flaws have been identified.

III. The Company determines the effectiveness of the design and implementation of its internal control system in accordance with the items in "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter called "Governing Regulations") that are related to the effectiveness of internal control systems. The measures based on which to evaluate the internal control system adopted under the Governing Regulations are its five underlying elements, namely: 1. control environment, 2. risk assessment, 3. control activities, 4. information and communications, and 5. monitoring activities. Each of the elements in turn contains certain audit items. Please refer to "Governing Regulations" for details.

IV. The Company has adopted the aforementioned measures for an evaluation of the effectiveness of the design and implementation of the internal control system.

V. Based on the findings of the aforementioned examination, the Company believes it can reasonably assure that the design and implementation of its internal control system as of December 31, 2023 (including supervision and management of subsidiaries), including the effectiveness and efficiency in operation, reliability in financial reporting and compliance with relevant regulatory requirements, have achieved the aforementioned objectives.

VI. This statement constitutes part of the Company's annual report and prospectus, and shall be disclosed to the public. The company shall be legally liable under Articles 20, 32, 171 and 174 of the Securities and Exchange Act with respect to any unlawful aspects such as falsehood or concealment of facts in relation to the aforesaid statement.

VII. This statement of declaration was approved by the Board on February 25, 2026 in the presence of 8 directors, who concurred unanimously.

WinWay Technology Co., Ltd.
Chairman and President: Mark Wang Signature

2. If the company engages an accountant to examine its internal control system, disclose the CPA examination report: None.

(IX) Important resolutions made during shareholders' meetings and board of directors' meetings in the past year and up to the publication date of this annual report

Meeting date	Title	Major resolutions
2025.02.26	Board of directors	1. Passed the proposal for the Company’s "2024 Internal Control System Statement". 2. Passed the proposal for the Company's 2025 business plan and budget. 3. Passed the proposal for the Company’s 2024 distribution of remuneration to employees and directors. 4. Passed the proposal for the Company's 2024 business report and financial statements. 5. Passed the proposal for the company's 2024 annual surplus distribution. 6. Passed the proposal for setting the record date for capital increase by shares converted from the Company's first unsecured convertible corporate bonds. 7. Passed the proposal to collect new restricted employee awards issued, to retire them, and to register the capital reduction. 8. Passed the proposal on the issuance of new restricted employee awards. 9. Passed the proposal for matters related to convening the Company's 2025 annual shareholders' meeting. 10. Passed the review of the Company's director and manager performance evaluation and remuneration policies, systems, standards, and structures. 11. Passed the proposal to allow the Company to donate to “Kaohsiung WWT Charity and Care Association”. 12. Passed the proposal for authorizing Director Dennis Chang to manage the internal auditing unit. 13. Passed the proposal to change the Company's internal audit officers 14. Passed the proposal for cooperating with the internal rotation of the accounting firm to replace CPAs and assessment of their independence, suitability, and appointment compensation with reference to audit quality indicators.
2025.05.07	Board of directors	1. Passed the proposal on the Company’s 2025 Q1 Consolidated Financial Report. 2. Passed the proposal on the amendments to the Company’s “Articles of Incorporation”. 3. Passed the proposal for releasing the non-competition restriction on directors. 4. Passed the proposal to amend matters related to convening the Company's 2025 annual shareholders' meeting.

		5. Passed the proposal on the acquisition or disposal of equipment or right-of-use assets thereof held for business purposes and cap on the right-of-use assets of real property for operational use. 6. Passed the disposal of operating machinery and equipment to Winway Technology (SUZHOU) Ltd. 7. Passed the proposal to collect new restricted employee awards issued, to retire them, and to register the capital reduction. 8. Passed the proposal to renew the line of credit agreement with Citibank (Taiwan) Limited. 9. Passed the proposal for an extension of the loan amount due to "CTBC Bank".
2025.06.19	Regular shareholders' meeting	1. Ratification of the 2024 business report and financial statements 2. Ratification of the 2024 annual surplus distribution Implementation: July 13, 2025 has been set as the distribution record date and as per resolutions in the shareholders meeting, distribution was fully made on August 1, 2025 (cash dividends of 25 per share). 3. Passed the proposal on the amendments to the Company's "Articles of Incorporation". Implementation: Business registration modification was filed with the Ministry of Economic Affairs, which granted its approval through its official letter Jing-Yuan-Toe-Fu-Zi No. 1140012911 dated July 03, 2025. 4. Passed the proposal on the issuance of new restricted employee awards. Implementation: Approved in Letter Jin-Guan-Zheng-Fa-Zi No. 1140351586 dated July 29, 2025, and issued on August 13, 2025. 5. Passed the proposal for releasing the non-competition restriction on directors.
2025.08.13	Board of directors	1. Passed the proposal to establish the Company's "Scope of Non-executive Employees". 2. Passed the proposal to amend the Company's "Payroll Cycle". 3. Passed the proposal on the Company's 2025 Q2 Consolidated Financial Report. 4. Passed the proposal on the Company's 2024 director remuneration distribution. 5. Passed the proposal on the Company's 2024 distribution of remuneration to executive officers. 6. Passed the proposal to amend the Regulations for the Issuance of New Restricted Employee Shares in 2025. 7. Passed the proposal on the issuance of new restricted employee awards in 2025. 8. Passed the proposal to review and approve matters related to the allocation list and quantities of the Company's 2025 issuance of restricted employee shares. 9. Passed the proposal to collect new restricted employee awards issued, to retire them, and to register the capital reduction.

		10. Passed the ratification of the acquisition of operating machinery and equipment by subsidiaries. 11. Passed the Company's 2024 Sustainability Report.
2025.10.30	Board of directors	1. Passed the proposal on the Company's planned purchase of MEMS probe products.
2025.11.12	Board of directors	1. Passed the Company's 2026 "Auditing Plan". 2. Passed the proposal to amend the Company's "Information Processing Cycle". 3. Passed the proposal to amend the Company's "Property Management Measures". 4. Passed the proposal to amend the Company's "Measures to Administer Transactions with Related Persons". 5. Passed the proposal on the Company's 2025 Q3 Consolidated Financial Report. 6. Passed the proposal to collect new restricted employee awards issued, to retire them, and to register the capital reduction. 7. Passed the regular review of the remuneration of the Company's directors and managers. 8. Passed the proposal to apply to financial institutions for credit lines. 9. Passed the proposal to amend the general principles for the Company's policy on pre-approval of non-assurance service.
2026.02.25	Board of directors	1. Passed the proposal for the Company's "2025 Internal Control System Statement". 2. Passed the proposal for the Company's 2026 business plan and budget. 3. Passed the proposal for the Company's 2025 distribution of remuneration to employees and directors. 4. Passed the proposal for the Company's 2025 business report and financial statements. 5. Passed the proposal for the company's 2025 annual surplus distribution. 6. Passed the proposal for the Company's planned distribution of cash from capital surplus. 7. Passed the proposal on the amendments to the Company's "Regulations Governing the Acquisition and Disposal of Assets". 8. Passed the proposal to hold a general election of directors. 9. Passed the proposal for matters related to convening the Company's 2026 annual shareholders' meeting. 10. Passed the proposal to expand the plant by leasing land in Renwu Industrial Park. 11. Passed the review of the Company's director and manager performance evaluation and remuneration policies, systems, standards, and structures. 12. Passed the appointment of the Company's Chief Strategy Officer. 13. Passed the proposal to allow the Company to donate to "Kaohsiung WWT Charity and Care Association".

		14. Passed the proposal to evaluate the independence, suitability, and appointment compensation of the CPAs attesting the Company's 2026 financial reports. 15. Passed the proposal to apply to financial institutions for credit lines.

(X) Dissenting or qualified opinions of Directors or Supervisors against an important resolution passed by the Board of Directors that is on record or stated in a written statement in the past year and up to the date of report: None.

IV. Information on CPA fees

(I) Information on CPA:

2025

Name of accounting firm	Name of accountants	Audit period	Audit fee	Non-audit fee	Total	Notes
KPMG Taiwan	Allen Kao Tim Tzang	2025.01.01-2025.12.31	2,100	561	2,661	Non-audit fees include those for tax attestation, review of compensation information for non-supervisory employees, verification of capital reduction arising from the cancellation of restricted stock awards, and review of the issuance of the Company's second domestic unsecured convertible corporate bonds.
Deloitte & Touche	Ned Tsai	2025.01.01-2025.12.31	-	1,144	1,144	Non-audit fees are commissions for handling the transfer pricing report and fees for tax affairs consultation.

(II) If the accounting firm has been changed and the annual audit fees were lower for the year of the firm change compared to that of the previous year, audit fees before and after the changes and the reason for such changes should be disclosed: N/A.

(III) If the audit fees have decreased by more than 10% compared to the previous year, the amount, ratio, and reason for the reduction in audit expense should be disclosed: N/A.

V. Information on change of accountants

(I) Information of former accountants

<table>
<tr><td>Date of change</td><td colspan="3">Approved by the Board of Directors on February 26, 2025</td></tr>
<tr><td>Reason and details of change</td><td colspan="3">The change to accountants in 2025 is primarily due to change</td></tr>
<tr><td rowspan="3">Explain how the appointed person or accounted was terminated or refused appointment</td><td>Parties / Overview</td><td>Accountant</td><td>Appointed person</td></tr>
<tr><td>Initiated termination of</td><td>N/A</td><td>N/A</td></tr>
<tr><td>No longer accepting</td><td>N/A</td><td>N/A</td></tr>
<tr><td>Audit opinions other than unqualified opinions issued in</td><td colspan="3">N/A</td></tr>
<tr><td rowspan="4">Dissenting opinions from the issuer</td><td>N/</td><td colspan="2">Accounting principles or</td></tr>
<tr><td>N/</td><td colspan="2">Disclosure of financial</td></tr>
<tr><td>N/</td><td colspan="2">Scope and procedure of</td></tr>
<tr><td>N/</td><td colspan="2">Other</td></tr>
<tr><td>Other disclosed matters (Additional disclosure as required by Article 10-6,</td><td colspan="3">N/
A</td></tr>
</table>

(II) About the succeeding accountant

Accounting Firm	KPMG Taiwan
Name of accountants	Allen Kao, CPA, Tim Tzang, CPA
Date of appointment	Approved by the Board of Directors on
Accounting methods of specific transactions before appointment or accounting principles and the opinions and results that may be issued on financial statements	N/A
Written opinion for the succeeding accountant's dissention of opinion	N/A

VI. Chairperson, president, managers in charge of finance or accounting of the Company who had worked at the firm of the certifying accountants or its affiliates within the last year

N/A.

VII. Share transfers and share pledging by directors, supervisors, managers and shareholders holding more than 10% equity in the past year and up to the printing date of this annual report

(I) Changes in the equity and pledges of directors, supervisors, executive officers, and major shareholders holding more than 10% of shares

Title	Name	2025		2026 through March 31	
		Increase (decrease) in shares held	Increase (decrease) in pledged shares	Increase (decrease) in shares held	Increase (decrease) in pledged shares
Chairman and major shareholder	Hewei Investment Co., Ltd. Representative: Mark Wang	-	500,000	-	-
President	Mark Wang	(25,000)	-	(10,000)	-
Director and Executive Vice President	JQ Lee	-	-	(55,000)	-
Director and Executive Vice President	Jason Chen	(59,000)	-	(13,000)	-
Director	Cliff Liu	-	-	-	-
Director	CHIANG HOCK WOO	-	-	-	-
Independent Director	Hsiu Yi Hung	-	-	-	-
Independent Director	Ted Lee	-	-	-	-
Independent Director	Wilson Wang (Note)	-	-	-	-
Independent Director	Dennis Chang	-	-	-	-
Vice President	Kenny Hsieh	(2,800)	-	(10,000)	-
Vice President	Jason Lu	5,000	-	(6,000)	-
Vice President	Wilson Wang (Note)	-	-	-	-
Senior Assistant Vice President	Ben Chang	(17,000)	-	(11,000)	-
Director of Sales	Peter Kao	-	-	-	-
Assistant Vice President	Charles Chen	-	-	-	-

Title	Name	2025		2026 through March 31	
		Increase (decrease) in shares held	Increase (decrease) in pledged shares	Increase (decrease) in shares held	Increase (decrease) in pledged shares
Division Chief	Canon Tsai	2,207	-	(2,207)	-

(Note) Wilson Wang resigned as an independent director on November 24, 2025, and was newly appointed as Vice President on February 25, 2026.

(II) Directors, supervisors, executive officers, and major shareholders holding more than 10% of shares performing equity transfers or as equity partners to related parties:

Name	Reason for equity transfer	Transaction date	Transaction counterparty	Relationship between the counterparty and the Company, directors, supervisors, managers, and shareholders holding more than 10% of the Company's shares	Number of shares	Transaction price
Mark Wang	Gift	2025.3.14	Jason Lu	Manager	5,000	0
Mark Wang	Gift	2025.9.10	Kenny Hsieh	Manager	10,000	0
Mark Wang	Gift	2025.9.10	Charles Chen	Manager	10,000	0

VIII. Information on the relationship between any of the top ten shareholders (related party, spouse, or kinship within the second degree)

April 18, 2026

Name	Shares held by the person concerned		Shares held by spouse and underage children		Total shares held in the name of others		Titles, names and relationships between top 10 shareholders (related party, spouse, or kinship within the second degree)		Notes
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Name	Relationship	
Hewei Investment Co., Ltd.	3,499,559	9.71	-	-	-	-	-	-	-
Representative: Mark Wang	611,820	1.70	-	-	-	-	-	-	-
JP Morgan investment account 2024 1st discretionary investment mandate for the New Labor Pension Fund	2,991,318	8.30	-	-	-	-	-	-	-
Hua Nan Commercial Bank as the custodian of the dedicated account of Allianz Tech Investors Taiwan Fund	1,672,000	4.64	-	-	-	-	-	-	-
JQ Lee	1,365,155	3.79	-	-	-	-	-	-	-
Liqin Investment	1,159,056	3.22	-	-	-	-	Cliff Liu	Supervisor, Liqin Investment	-
Representative: Yi-Ching Chou	-	-	-	-	-	-	Cliff Liu	Spouse with company representative	-
Cliff Liu	1,114,962	3.09	-	-	-	-	Liqin Investment Co., Ltd. Liquan Industrial Co., Ltd. Liben International Co., Ltd.	Spouse with company representative	-

Name	Shares held by the person concerned		Shares held by spouse and underage children		Total shares held in the name of others		Titles, names and relationships between top 10 shareholders (related party, spouse, or kinship within the second degree)		Notes
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Name	Relationship	
Citibank (Taiwan) Limited in custody of Norges Bank Investment Fund - JP MAME investment account managed by external managers	1,083,377	3.01	-	-	-	-	-	-	-
Liben International Representative: Yi-Ching Chou	1,053,687	2.92	-	-	-	-	Cliff Liu	Supervisor, Liben International	-
	-	-	-	-	-	-	Cliff Liu	Spouse with company representative	-
Liquan Industrial Representative: Yi-Ching Chou	1,053,687	2.92					Cliff Liu	Supervisor, Liquan Industrial	-
	-	-	-	-	-	-	Cliff Liu	Spouse with company representative	-
Mega International Commercial Bank as the custodian of the dedicated account of Allianz Global Investors Taiwan Fund	877,000	2.43	-	-	-	-	-	-	-

IX. The shareholding of the Company, directors, supervisors, managers, and enterprises that are directly or indirectly controlled by the Company in the same re-invested company

Invested company	Investment by the Company		Investments from directors, supervisors, executive officers and their directly or indirectly controlled enterprises		Combined investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
WINWAY INTERNATIONAL CO., LTD.	6,580,000	100.00%	-	-	6,580,000	100.00%
WINWAY TECHNOLOGY INTERNATIONAL INC.	61,934	100.00%	-	-	61,934	100.00%
Winway Technology (SUZHOU) Ltd.	Not applicable (Note1)	100.00%	-	-	Not applicable (Note1)	100.00%
WINWAY MALAYSIA SDN.BHD.	(Note2)	(Note2)	-	-	-	-

(Note1) Since the Company is not a company limited by shares, the Company does not issue shares and therefore is represented by equity percentage.

(Note2) The entity was incorporated in Malaysia in 2025. As of December 31, 2025, no capital contribution had yet been made to the entity.

C. Capital overview

I. Capital and share capital

(I) Source of share capital

1. Type of Shares

April 18, 2026; Unit: Shares

Type of Shares	Authorized share capital			Notes
	Shares issued and outstanding	Unissued shares	Total	
Common shares	36,041,642 shares	63,958,358 shares	100,000,000 shares	

2. Formation of share capital

April 18, 2026; Unit: Shares; NT$

Year/ Month	Issue price	Authorized share capital		Paid-in capital		Notes		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Subscriptions paid with property other than cash	Other
2025.03	10	100,000,000	1,000,000,000	35,860,326	358,603,260	Conversion of corporate bonds to common shares, retirement of new restricted employee awards	N/A	Note 1
2025.05	10	100,000,000	1,000,000,000	35,850,126	358,501,260	Retirement of new restricted employee awards	N/A	Note 2
2026.08	10	100,000,000	1,000,000,000	36,049,182	360,491,820	Issuance and cancellation of restricted employee stock awards	N/A	Note 3
2026.12	10	100,000,000	1,000,000,000	36,041,642	360,416,420	Retirement of new restricted employee awards	N/A	Note 4

Note 1: Ministry of Economic Affairs Jing-Yuan-Toe-Fu-Zi No. 1140102612.
Note 2: Ministry of Economic Affairs Jing-Yuan-Toe-Fu-Zi No. 1140010008.
Note 3: Ministry of Economic Affairs Jing-Yuan-Toe-Fu-Zi No. 1140017252.
Note 4: Ministry of Economic Affairs Jing-Yuan-Toe-Fu-Zi No. 1140109667.

(II) List of Major Shareholders: Shareholders who hold more than 5% of shares or are within the top 10 in terms of shareholding ratio

April 18, 2026; Unit: Shares

Shares / Name of major shareholder	Number of shares held	Shareholding ratio (%)
Hewei Investment Co., Ltd.	3,499,559	9.71
JP Morgan investment account 2024 1st discretionary investment mandate for the New Labor Pension Fund	2,991,318	8.30
Hua Nan Commercial Bank as the custodian of the dedicated account of Allianz Tech Investors Taiwan Fund	1,672,000	4.64
JQ Lee	1,365,155	3.79
Liqin Investment Co., Ltd	1,159,056	3.22
Cliff Liu	1,114,962	3.09
Citibank (Taiwan) Limited in custody of Norges Bank Investment Fund - JP MAME investment account managed by external managers	1,083,377	3.01
Liben International Co., Ltd.	1,053,687	2.92
Liquan Industrial Co., Ltd.	1,053,687	2.92
Mega International Commercial Bank as the custodian of the dedicated account of Allianz Global Investors Taiwan Fund	877,000	2.43

(III) Company dividend policy and implementation progress

1. Dividend policy as established by the Articles of Incorporation:

If, in the event of surplus of the Company's annual accounts, they should be used to pay taxes as required by law and make up for accumulated losses before setting aside 10% as statutory surplus reserve; however, this does not apply if the accumulated statutory surplus reserve is equal to the Company's total paid-in capital. After setting aside or reversing the special statutory reserve in compliance with the laws or regulations of the competent authority, remaining surplus shall be distributed as dividends to shareholders after the Board of Directors has formulated a surplus distribution proposal and submitted a resolution to the shareholders' meeting.

This company shall, according to Article 240 Paragraph 5 of the Company Act, distribute dividends and bonuses in whole or in part as cash; the Board of Directors is authorized to approve distribution and submit a report to the shareholders' meeting if more than two third of directors are in attendance in the Board of Directors meeting and if more than half of all present directors are in agreement.

This company is currently in the growth phase of industry development and the distribution of dividends must consider the Company's future capital expenditure budget and capital requirements in combination with future long-term financial plans, investment environments, and industry competition. The distribution of shareholders' dividends for the current year shall be at a rate of no less than 10% of the remaining distributable earnings issued to shareholders according to their shareholding ratio; the distribution ratio of cash dividends shall be no less than 10% of the total dividends distributed.

This company shall, according to Article 241 Paragraph 1, distribute all or part of the statutory surplus reserve and capital reserve as new shares or cash in proportion to shareholders' existing shares; when distributing in cash, the Board of Directors is authorized to approve distribution and submit a report to the shareholders' meeting if more than two third of directors are in attendance in the Board of Directors meeting and if more than half of all present directors are in agreement.

2. Resolutions of dividend distribution in the current year:

As per the resolution of the Board of Directors on February 25, 2026, the company will distribute shareholder dividends - cash dividends of NT$893,731 thousand (NT$25 per share) and distribute cash in the amount of NT$893,731 thousand (NT$25 per share) from its capital surplus arising from the issuance of common shares at a premium over par value to be proposed at the 2026 regular shareholders' meeting.

(IV) Effect of stock grants proposed in this year on the Company's business performance and earnings per share: Not applicable, as no stock grants were proposed in the latest year.

(V) Remuneration of employees, directors

1. The numbers or range of employee and directors' remuneration as stated in the Articles of Incorporation:

If the company is profitable within the fiscal year, no less than 5% and no more than

15% should be allocated to employee remuneration; no more than 3% should be allocated to directors' remuneration.

Of the employee remuneration in the preceding paragraph, no less than 30% shall be allocated for distribution to non-executive employees.

However, if the company has accumulated losses, the company shall set aside a part of the surplus profit first for making up the losses before allocating employee and director remuneration according to the previous paragraph.

2. Accounting methods for the valuation basis for employee and directors' remuneration in the current period if there is a discrepancy between the valuated amount and the calculation basis for stocks distributed as employee compensation:

The valuation basis of employee and directors' remuneration is the number established by the Articles of Incorporation and is recognized as expenses and liabilities. In the event that subsequent resolutions result in a discrepancy between actual distributed amounts and recognized costs, they will be handled according to a change in accounting valuation.

3. Board of Directors approval of distribution

(1) Employee and directors' remuneration will be distributed in cash or stocks. If there is any discrepancy with the recognized costs for the year then the difference, reason, and response should be disclosed:

The Company's Board of Directors came to a resolution on February 25, 2026 to distribute cash remuneration in the amounts of NT$226,465 thousand and NT$11,323 thousand to employees and directors, respectively, of 2025, which were consistent with the Company's recognized remuneration in 2025.

(2) Amount of employee compensation distributed in the form of stock and as a percentage of the after-tax profit provided in this period and total employee compensation combined: N/A.

4. Any discrepancy between actual remuneration distribution of employees, directors, and supervisors (including the number of shares, the amount, and share price) for the previous year and the recognized remuneration of employees, directors, and supervisors, and disclosure of the differences, reasons, and responses:

The Company's Board of Directors came to a resolution on February 26, 2025 to distribute cash remuneration in the amount of NT$160,205 thousand and NT$8,010 thousand to employees and directors, respectively, of 2024, which were consistent with the Company's recognized remuneration in 2024.

(VI) Company stock buyback: None.

II. Company handling of corporate bonds

(I) Corporate bond issuance status

<table>
<tr><td colspan="2">Type of corporate bond</td><td>Second unsecured convertible corporate bonds</td></tr>
<tr><td colspan="2">Date of issuance (processing)</td><td>February 5, 2026</td></tr>
<tr><td colspan="2">Par value</td><td>NT$100,000</td></tr>
<tr><td colspan="2">Issuance and trading location</td><td>Abroad</td></tr>
<tr><td colspan="2">Issue price</td><td>Issued at 130.03% of par value.</td></tr>
<tr><td colspan="2">Total value</td><td>NT$3,000,000,000</td></tr>
<tr><td colspan="2">Interest rate</td><td>0% coupon rate</td></tr>
<tr><td colspan="2">Maturity</td><td>3 years Maturity date: February 5, 2029</td></tr>
<tr><td colspan="2">Guarantee agency</td><td>N/A</td></tr>
<tr><td colspan="2">Trustee</td><td>Mega International Commercial Bank Co., Ltd.</td></tr>
<tr><td colspan="2">Underwriting agency</td><td>KGI Securities Co., Ltd.</td></tr>
<tr><td colspan="2">Certifying lawyer</td><td>Attorney Ya-Wen Chiu, Handsome Attorneys-at-</td></tr>
<tr><td colspan="2">CPAs</td><td>N/A</td></tr>
<tr><td colspan="2">Repayment method</td><td>The principal will be repaid with a one-time repayment upon maturity. For details, please refer</td></tr>
<tr><td colspan="2">Outstanding principal</td><td>-</td></tr>
<tr><td colspan="2">Terms for redemption or early settlement</td><td>In accordance with Article 18 of the Issuance and Conversion Method.</td></tr>
<tr><td colspan="2">Names of credit rating agency, rating date, rating of corporate bonds</td><td>N/A</td></tr>
<tr><td rowspan="2">With other rights</td><td>Value of common shares, depository receipts, or other securities that are converted (exchanged or subscribed) as of the date the annual report is printed</td><td>As of the printing date of the Annual Report, the bonds have not been converted.</td></tr>
<tr><td>Issuance and conversion (swapping or subscription) method</td><td>The method has been announced on the Market Observation Post System.</td></tr>
<tr><td colspan="2">Effects of the issuance and conversion, exchange or subscription methods and issuance conditions on possible dilution of shares and equity of current shareholders</td><td>Please refer to pages 72 to 74 of the prospectus for the second domestic unsecured convertible corporate bonds.</td></tr>
<tr><td colspan="2">Name of the transfer agent</td><td>N/A</td></tr>
</table>

(II) Information on convertible corporate bonds

As of the printing date of the Annual Report, the second domestic unsecured convertible corporate bonds have not been converted.

III. Handling of special shares

None.

IV. Issuance of global depositary receipts (GDR)

None.

V. Issuance of employee stock warrants

None.

VI. Issuance of new restricted employee shares

(I) Status of issuance of new restricted employee shares whose vesting conditions have not been fully met

April 18, 2026

Type of new restricted employee awards	2022 new restricted employee shares	
Date of approval by competent authorities and issue size in shares	July 22, 2022 500,000 shares	
Issuance date	August 12, 2022	July 21, 2023
Number of issued new restricted employee shares	250,000 shares	250,000 shares
Number of new restricted employee shares still available for issuance	0 shares	
Issue price	0	
Ratio of the number of new restricted employee shares issued to the total number of issued shares	0.70%	0.70%
Vesting conditions of the new restricted employee shares	1. After employees are granted restricted employee shares, the number of shares that employees can acquire shall be settled annually. The percentage of restricted employee shares granted each year is as follows: The maximum granted percentage is 30% for employees who have served the company for 1 years after the stock granting date. The maximum granted percentage is 30% for employees who have served the company for 2 years after the stock granting date. The maximum granted percentage is 40% for employees who have served the company for 3 years after the stock granting date. Weighted calculations shall be conducted according to the indicator attainment of (1) Personal Work Performance and (2) Operational Performance: (1) Personal work performance (indicator weight: 20%) Employees should achieve a score of "B" or above in at least 2 quarters in the 4 quarters after the stock granting date. (2) Operational performance: The basic earnings per share shall act as the operational performance standard (indicator weight: 80%) A. If the basic earnings per share in the consolidated financial statements audited by the CPA is < NT$10/share in the year before	

	the appointment deadline, the maximum vested percentage is 60% for the year. B. If the basic earnings per share in the consolidated financial statements audited by the CPA is NT$10 to 15$/share in the year before the appointment deadline, the maximum vested percentage is 70% for the year. C. If the basic earnings per share in the consolidated financial statements audited by the CPA is NT$15 to NT$20$/share in the year before the appointment deadline, the maximum vested percentage is 80% for the year. D. If the basic earnings per share in the consolidated financial statements audited by the CPA is NT$20 to NT$25/share in the year before the appointment deadline, the maximum vested percentage is 90% for the year. E. If the basic earnings per share in the consolidated financial statements audited by the CPA is NT$25 to NT$30/share in the year before the appointment deadline, the maximum vested percentage is 100% for the year.
Restrictions on rights in the new restricted employee shares	1. Employees who are allotted new shares but have not met the vesting conditions, except for inheritance, may not sell, mortgage, transfer, gift, or pledge the new restricted employee shares, or dispose them in any other ways. 2. Attendance, proposal, speech, and voting rights in shareholders' meeting are to be conducted in accordance with the trust agreement. 3. Employees who are granted new restricted employee shares according to the Regulations may not participate in cash dividend distribution and stock dividend distribution or exercise the right to subscribe to shares in a follow-on offering before the vesting conditions are fully met, but shall enjoy the interests incidental to the Company's common shares outstanding (including interests in any form granted by law under certain circumstances, including, without being limited to, capital reduction, merger, demerger, or share swap) ("Granted Interests" hereinafter). Granted Interests need not be held in trust and are not restricted to the vesting period. 4. If the Company conducts a capital reduction due to reasons other than legally required ones (e.g., a capital reduction through cancellation of shares and refund of share subscription proceeds to shareholders) during the vesting period, the number of new restricted employee shares shall be reduced pro rata to the capital reduction ratio. In the case of a capital reduction through cancellation of shares and refund of share subscription proceeds to shareholders, the proceeds refunded shall be held in trust and may be delivered to employees only at the fulfillment of vesting conditions or after expiration of the vesting period; however, the Company will collect such proceeds back if vesting conditions fail to be fully met at the expiration of the vesting period.
Status of new restricted employee shares held in trust	After the restricted employee shares are issued, the shares shall be delivered to the trust for custody. The Company shall be fully authorized to act on behalf of the employees and conduct (including but not limited to) negotiations, signing, revision, extension, release, and termination of the trust agreement, as well as the delivery, use, and disposal of trust properties with the trust institution for stocks.

Treatment of the new restricted shares for which the grantee fails to meet the vesting conditions after receiving or subscribing to the shares	1. After the restricted employee shares are granted to the employee, the Company shall have the right to revoke and cancel gratuitously the unvested restricted employee shares in the event that the employee breaches/violates any of terms of the employment agreement or employee handbook of the Company. 2. Measures to be taken when employees fail to meet the vesting conditions or in the event of inheritance: (1) Voluntary resignation: Where the vesting conditions for new restricted employee shares are not met, the date of resignation will be deemed to be the date where the qualifications for vesting conditions were lost, and the Company will redeem the shares gratuitously and cancel them in accordance with the law. (2) Leave without pay: For employees approved by the Company to be on leave without pay according to government laws and regulations and due to serious personal illness, major family change, or continued education abroad, and who have not met the vesting conditions for restricted employee shares, their equity shall be restored on the reinstatement date. However, the vesting conditions shall be deferred according to the period of leave without pay. (3) Retirement: Restricted employee shares that have not met the vesting conditions shall be deemed to be vested within the vesting condition schedule from the date of retirement or the date of expiration of the one year period for restricted employee shares, whichever is later. (4) Death: Where the vesting conditions for new restricted employee shares are not met, the employee will be deemed to have lost the qualifications for vesting conditions, and the Company will redeem the shares gratuitously and cancel them in accordance with the law. (5) Occupational disaster resulting in disability or death: A. In the event of termination of employment due to disabilities as a result of occupational accidents of employee, the unvested restricted employee shares shall be deemed to be vested within the vesting condition schedule from the date of retirement or the date of expiration of the one year period for restricted employee shares, whichever is later. B. In the event of death due to occupational accidents, the unvested restricted employee shares of the employee shall be deemed to be vested within the vesting condition schedule from the date of death or the date of expiration of the one year period for restricted employee shares, whichever is later. (6) Layoff: Where the vesting conditions for new restricted employee shares are not met, the effective date of severance will be deemed to be the date where the qualifications for vesting conditions were lost, and the Company will redeem the shares gratuitously and cancel them in accordance with the law, or the Chairperson may approve the proportion of vesting conditions achieved and the deadline according to the vesting condition schedule. (7) Transfer:

	If an employee requests to be transferred to an affiliate or another company (except for subsidiaries), new restricted employee shares that are yet to meet the vesting conditions shall be handled in the same manner as that for resignation. However, for those who have been transferred due to company requirements, the Chairperson may approve the proportion of vesting conditions achieved and the deadline according to the vesting condition schedule.	
Number of new restricted employee shares that have been retired or bought back	54,260 股	37,840 股
Number of new restricted shares that have vested	195,740 股	119,760 股
Number of unvested new restricted shares	0 股	92,400 股
The ratio of the number of unvested new restricted shares to the total number of issued shares (%)	0%	0.26%
Impact on shareholders' equity	The impact on the Company’s basic EPS is extremely limited, and the impact on existing shareholders' equity is insignificant.	

April 18, 2026

Type of new restricted employee awards	2025 new restricted employee shares
Date of approval by competent authorities and issue size in shares	July 29, 2025 200,000 shares
Issuance date	August 13, 2025
Number of issued new restricted employee shares	200,000 shares
Number of new restricted employee shares still available for issuance	0 shares
Issue price	0
Ratio of the number of new restricted employee shares issued to the total number of issued shares	0.55%
Vesting conditions of the new restricted employee shares	After employees are granted restricted employee shares, the number of shares that employees can acquire shall be settled annually. The percentage of restricted employee shares granted each year is as follows: The maximum granted percentage is 30% for employees who have served the company for 1 year after the stock granting date. The maximum granted percentage is 30% for employees who have served the company for 2 year after the stock granting date. The maximum granted percentage is 40% for employees who have served the company for 3 year after the stock granting date. The actual vested percentage is calculated annually based on individual work performance: Served the company for 1 year after the stock granting date (1) 100% for individuals who received a performance grade of "B" or above at least once and had no "D" or "E" grades in the previous year. (2) 70% for individuals who received a performance grade of "C" twice in the previous year. (3) 0% for individuals who received any performance grade of "D" or "E" in the previous year. Served the company for 2 or 3 years after the stock granting date Performance grades and the maximum vested percentage follow the standards described above, but the final percentage must be multiplied by the previous year's results. An example is shown in the table below.

<table>
<tr><td></td><td>
<table>
<tr><th>Sample</th><th>Served for 1 year</th><th>Served for 2 years</th><th>Served for 3 years</th></tr>
<tr><td>Case 1: (B/B/B)</td><td>B:
100%</td><td>B:
100%*100%=100%</td><td>B:
100%*100%*100%=100%</td></tr>
<tr><td>Case 2: (B/C/B)</td><td>B:
100%</td><td>C:
100%*70%=70%</td><td>B:
100%*70%*100%=70%</td></tr>
<tr><td>Case 3: (C/C/C)</td><td>C:
70%</td><td>C:
70%*70%=49%</td><td>C:
70%*70%*70%=34.3%</td></tr>
<tr><td>Case 4: (C/D/C)</td><td>C:
70%</td><td>D:
70%*0%=0%</td><td>C:
70%*0%*70%=0%</td></tr>
</table>
</td></tr>
<tr><td>Restrictions on rights in the new restricted employee shares</td><td>1. Employees who are allotted new shares but have not met the vesting conditions, except for inheritance, may not sell, mortgage, transfer, gift, or pledge the new restricted employee shares, or dispose them in any other ways.
2. Attendance, proposal, speech, and voting rights in shareholders' meeting are to be conducted in accordance with the trust agreement.
3. Employees who are granted new restricted employee shares according to the Regulations may not participate in cash dividend distribution and stock dividend distribution or exercise the right to subscribe to shares in a follow-on offering before the vesting conditions are fully met, but shall enjoy the interests incidental to the Company's common shares outstanding (including interests in any form granted by law under certain circumstances, including, without being limited to, capital reduction, merger, demerger, or share swap) ("Granted Interests" hereinafter). Granted Interests need not be held in trust and are not restricted to the vesting period.
4. If the Company conducts a capital reduction due to reasons other than legally required ones (e.g., a capital reduction through cancellation of shares and refund of share subscription proceeds to shareholders) during the vesting period, the number of new restricted employee shares shall be reduced pro rata to the capital reduction ratio. In the case of a capital reduction through cancellation of shares and refund of share subscription proceeds to shareholders, the proceeds refunded shall be held in trust and may be delivered to employees only at the fulfillment of vesting conditions or after expiration of the vesting period; however, the Company will collect such proceeds back if vesting conditions fail to be fully met at the expiration of the vesting period.</td></tr>
<tr><td>Status of new restricted employee shares held in trust</td><td>After the restricted employee shares are issued, the shares shall be delivered to the trust for custody. The Company shall be fully authorized to act on behalf of the employees and conduct (including but not limited to) negotiations, signing, revision, extension, release, and termination of the trust agreement, as well as the delivery, use, and disposal of trust properties with the trust institution for stocks.</td></tr>
</table>

Treatment of the new restricted shares for which the grantee fails to meet the vesting conditions after receiving or subscribing to the shares	1. After the restricted employee shares are granted to the employee, the Company shall have the right to revoke and cancel gratuitously the unvested restricted employee shares in the event that the employee breaches/violates any of terms of the employment agreement or employee handbook of the Company. 2. Measures to be taken when employees fail to meet the vesting conditions or in the event of inheritance: (1) Voluntary resignation: Where the vesting conditions for new restricted employee shares are not met, the date of resignation will be deemed to be the date where the qualifications for vesting conditions were lost, and the Company will redeem the shares gratuitously and cancel them in accordance with the law. (2) Leave without pay: For employees approved by the Company to be on leave without pay according to government laws and regulations and due to serious personal illness, major family change, or continued education abroad, and who have not met the vesting conditions for restricted employee shares, their equity shall be restored on the reinstatement date. However, the vesting conditions shall be deferred according to the period of leave without pay. (3) Retirement: Restricted employee shares that have not met the vesting conditions shall be deemed to be vested within the vesting condition schedule from the date of retirement or the date of expiration of the one year period for restricted employee shares, whichever is later. (4) Death: Where the vesting conditions for new restricted employee shares are not met, the employee will be deemed to have lost the qualifications for vesting conditions, and the Company will redeem the shares gratuitously and cancel them in accordance with the law. (5) Occupational disaster resulting in disability or death: A. In the event of termination of employment due to disabilities as a result of occupational accidents of employee, the unvested restricted employee shares shall be deemed to be vested within the vesting condition schedule from the date of retirement or the date of expiration of the one year period for restricted employee shares, whichever is later. B. In the event of death due to occupational accidents, the unvested restricted employee shares of the employee shall be deemed to be vested within the vesting condition schedule from the date of death or the date of expiration of the one year period for restricted employee shares, whichever is later. (6) Layoff: Where the vesting conditions for new restricted employee shares are not met, the effective date of severance will be deemed to be the date where the qualifications for vesting conditions were lost, and the Company will redeem the shares gratuitously and cancel them in accordance with the law, or the Chairperson may approve the proportion of vesting conditions achieved and the deadline according to the vesting condition schedule.

	(7) Transfer: If an employee requests to be transferred to an affiliate or another company (except for subsidiaries), new restricted employee shares that are yet to meet the vesting conditions shall be handled in the same manner as that for resignation. However, for those who have been transferred due to company requirements, the Chairperson may approve the proportion of vesting conditions achieved and the deadline according to the vesting condition schedule.
Number of new restricted employee shares that have been retired or bought back	0 股
Number of new restricted shares that have vested	0 股
Number of unvested new restricted shares	0 股
The ratio of the number of unvested new restricted shares to the total number of issued shares (%)	0.55%
Impact on shareholders' equity	The impact on the Company’s basic EPS is extremely limited, and the impact on existing shareholders' equity is insignificant.

(II) Executive officers who have acquired new restricted employee shares and the 10 employees with the highest number of new restricted employee shares, and the conditions of their acquisition as of the printing date of the annual report

<table>
<tr><th rowspan="2"></th><th rowspan="2">Title</th><th rowspan="2">Name</th><th rowspan="2">Number of new restricted employee shares acquired</th><th rowspan="2">Ratio of the number of new restricted employee shares acquired to the total number of issued shares</th><th colspan="4">Vested</th><th colspan="4">Unvested</th></tr>
<tr><th>Number of new restricted shares that have vested</th><th>Issue price</th><th>Issue price</th><th>The ratio of the number of vested new restricted shares to the total number of issued shares (%)</th><th>Number of new restricted shares yet to vest</th><th>Issue price</th><th>Issue price</th><th>The ratio of the number of new restricted shares yet to vest to the total number of issued shares (%)</th></tr>
<tr><td rowspan="9">Executive officers</td><td>President</td><td>Mark Wang</td><td rowspan="9">182,000</td><td rowspan="9">0.51%</td><td rowspan="9">63,600</td><td rowspan="9">0</td><td rowspan="9">0</td><td rowspan="9">0.18%</td><td rowspan="9">118,400</td><td rowspan="9">0</td><td rowspan="9">0</td><td rowspan="9">0.33%</td></tr>
<tr><td>Executive Vice President</td><td>Jason Chen</td></tr>
<tr><td>Executive Vice President</td><td>JQ Lee</td></tr>
<tr><td>Vice President</td><td>Kenny Hsieh</td></tr>
<tr><td>Vice President</td><td>Jason Lu</td></tr>
<tr><td>Senior Assistant Vice President</td><td>Ben Chang</td></tr>
<tr><td>Assistant Vice President</td><td>Charles Chen</td></tr>
<tr><td>Director of Sales</td><td>Peter Kao</td></tr>
<tr><td>Director</td><td>Canon Tsai</td></tr>
<tr><td rowspan="10">Employees</td><td>Chief Technology Officer</td><td>Collins Sun</td><td rowspan="10">109,000</td><td rowspan="10">0.30%</td><td rowspan="10">42,000</td><td rowspan="10">0</td><td rowspan="10">0</td><td rowspan="10">0.12%</td><td rowspan="10">67,000</td><td rowspan="10">0</td><td rowspan="10">0</td><td rowspan="10">0.18%</td></tr>
<tr><td>Director</td><td>Jayne Shen</td></tr>
<tr><td>Deputy Director</td><td>Danny Yu</td></tr>
<tr><td>Deputy Director</td><td>Daven Chang</td></tr>
<tr><td>Deputy Director</td><td>Spark Chen</td></tr>
<tr><td>Senior Manager</td><td>Cobi Huang</td></tr>
<tr><td>Senior Manager</td><td>Tommy Yang</td></tr>
<tr><td>Deputy Manager</td><td>Peter Yu</td></tr>
<tr><td>Deputy Manager</td><td>Stinf Cheng</td></tr>
<tr><td>Deputy Manager</td><td>Jay Chang</td></tr>
</table>

Note 1: Shares issued refers to the number of listed shares in the changed registration data from the Ministry of Economic Affairs.

VII. Mergers, acquisitions, or issuance of new shares for acquisition of shares of other companies

None.

VIII. Financing plans and implementation

As of the end of the quarter preceding the publication date of this annual report, the Company has no outstanding issues or private placements of securities that remain uncompleted, nor any projects completed within the past three years whose planned benefits have yet to be realized.

D. Business Overview

I. Business Activities

(I) Business scope

1. Primary business activities:

CB01010 Manufacturing of Machinery and Equipment
CA02990 Manufacturing of other Metal Products
CC01080 Electronics Components Manufacturing
F106010 Wholesale Hardware
F113010 Wholesale Machinery
F113050 Wholesale of Computers and Office Machinery and Equipment
F118010 Wholesale of Computer Software
F206010 Retail Sale of Hardware
F218010 Retail Sale of Computer Software
F219010 Retail Sale of Electronic Materials
F401010 International Trade
I301010 Software Design Services
I501010 Product Design
IZ99990 Other Industrial and Commercial Services
ZZ99999 All business items that are not prohibited or restricted by law, in addition to those within the permitted scope

2. Current products and their business percentage:

Unit: NT$ thousand

Main products	2024		2025	
	Operating revenue	Ratio	Operating revenue	Ratio
Test Sockets	4,097,859	71%	4,401,474	56%
Contact element Contact Element	642,782	11%	816,958	10%
Probe Card	640,723	11%	2,306,741	30%
Others	416,732	7%	332,006	4%
Total	5,798,096	100%	7,857,179	100%

3. Current products(services)

A. Advanced Test Socket
B. Contact Elements (probes/conductive rubber/i-Bump)
C. Changeover Kit of Handler
D. CMOS/RF/Memory Module Test Socket
E. Active Thermal Controller
F. Burn-in Socket
G. Vertical Probe Card
H. Substrate and load board design
I. Spring probe design and manufacturing
J. High efficiency active thermal controller (HEATCon).
K. 224Gbps high-speed and high-frequency Brownie 2.0 Coaxial Socket

L. High-power wide-temperature active thermal controller (E Flux series)
M. Double Sided Probing System Total Solution
N. Auto re-pin machine

4. New products (services) to be developed

The company plans new products and new technology development based on technological improvements and market demand.

A. Fine Pitch Probe Card
B. High-speed and high-frequency coaxial test socket optimization
C. To optimize the high efficiency active thermal controller
D. Customized Burn-in Socket
E. Design, fabrication and material development of contact element
F. Substrate and load board design & assembly
G. MEMS Probe Card
H. Probe Assembly Automation Equipment
I. MEMS Probe Card Automated Measurement System
J. High-speed and high-frequency coaxial probe test socket Warpage optimization plan
K. Thermal controller (HEATCon Nova)
L. High-power wide-temperature active thermal controller (E-Flux 7.0)
M. High-power chiller
N. Liquid cooling socket system
O. Electronic Vapor Chamber Heatsink
P. Micro-channel heat dissipation and cooling technology
Q. High thermal conductivity materials (hetero-alloy adapters, high-efficiency and compressible TIMs)
R. Intelligent high-power dynamic multi-point temperature controller (Tc/Tj)
S. Temperature control equipment self-diagnostic function (Self-Test/Self-Diagnosis)
T. Thermal Control User-Friendly Test Handler
U. Contact elements (common ground and high rigidity conductive adhesive, heterogeneous reinforced conductive adhesive)
V. Micro-pitch thin plate non-contact manufacturing equipment

(II) Industry overview:

1. Current industry trends and future outlook

Data from various research institutions indicate that the valuation of the global semiconductor industry will reach one trillion US dollars ahead of schedule in 2026. According to a report by SEMI, driven by AI development and the dual factors of rising chip and memory prices, global semiconductor industry revenue reached US$775 billion in 2025 and is projected to exceed US$1 trillion in 2026, achieving the trillion-dollar milestone four years earlier than previously expected. The market is further forecast to surpass US$2 trillion by 2035.

Source: SEMI, Annual Member Survey, Mar 2026.

At the same time, according to data from World Semiconductor Trade Statistics (WSTS), the global semiconductor market is expected to grow by more than 25% in 2026 to reach US$975 billion, with memory and logic devices serving as the primary growth drivers. Both devices are projected to achieve year-on-year growth rates exceeding 30%.

WSTS Forecast Summary

Autumn 2025	Amounts in US$M			Year on Year Growth in %		
	2024	2025	2026	2024	2025	2026
Americas	195,123	**251,926**	**338,574**	45.2	29.1	34.4
Europe	51,250	**54,127**	**60,429**	-8.1	5.6	11.6
Japan	46,739	**44,835**	**50,164**	0.0	-4.1	11.9
Asia Pacific	337,437	**421,354**	**526,293**	16.4	24.9	24.9
Total World - $M	630,549	**772,243**	**975,460**	19.7	22.5	26.3
Discrete Semiconductors	31,026	**30,900**	**33,436**	-12.7	-0.4	8.2
Optoelectronics	41,095	**42,597**	**45,020**	-4.8	3.7	5.7
Sensors	18,923	**20,894**	**22,713**	-4.1	10.4	8.7
Integrated Circuits	539,505	**677,852**	**874,291**	25.9	25.6	29.0
Analog	79,588	85,552	91,988	-2.0	7.5	7.5
Micro	78,633	84,839	96,620	3.0	7.9	13.9
Logic	215,768	295,892	390,863	20.8	37.1	32.1
Memory	165,516	211,568	294,821	79.3	27.8	39.4
Total Products - $M	630,549	**772,243**	**975,460**	19.7	22.5	26.3

Driven by the artificial intelligence (AI) trend, the global semiconductor industry is experiencing unprecedented growth momentum. Demand for semiconductors has surged rapidly, ushering in the fastest growth cycle in the industry's history.

As semiconductor production processes continue to advance and computing demand rises, the emergence of AI has further accelerated the industry's strong growth in 2025. According to SEMI, current AI investment is largely concentrated in model training. After 2030, more than 60% of applications are expected to shift toward inference, indicating that AI will expand from cloud data centers to edge devices and become a core driver of the semiconductor industry surpassing US$2 trillion in value by 2035.

Driven by generative AI, AI applications are rapidly diversifying, expanding from enterprise-level use cases to consumer applications, further accelerating the build-out of AI infrastructure. These developments include agentic AI, sovereign AI, enterprise AI, physical AI, and robotics, while large language models are increasingly evolving into more diverse multimodal models. Advanced foundry production technologies are transitioning from nanometer to angstrom this year. Through backside power delivery, chip density and speed continue to improve while power consumption is reduced, pushing closer to physical limits. As a result, the semiconductor industry's key focus and bottlenecks are gradually shifting from manufacturing to advanced packaging. According to TrendForce, about 80% to 90% of semiconductor equipment investment was concentrated on front-end manufacturing equipment in the past, but now some advanced packaging-related equipment has surpassed front-end processes. Meanwhile, research institutions have pointed out that the advanced packaging market will officially surpass traditional packaging by 2025, reaching 51.03%. This trend shows that the importance of advanced packaging processes in the semiconductor industry is gradually increasing with strong growth.

Source: TrendForce, Yole

Therefore, beyond "miniaturizing transistors", advanced packaging technologies have emerged as the optimal solution. The industry is actively exploring a range of advanced packaging approaches, including SoIC, CoWoS, and InFO, as well as fan-out wafer-level packaging (FOWLP), 2.5D/3D IC packaging, and system-in-package (SiP) solutions. In addition to the growing importance of packaging, testing is also becoming increasingly critical under AI-driven demand. As testing processes lengthen and the complexity of packaging and testing rises, the significance of testing continues to grow, spanning wafer probing (CP), final testing (FT), system-level testing (SLT), and burn-in, which are collectively emerging as the next major trend. Therefore, for semiconductor test interfaces, AI is driving end products toward higher capacity, greater bandwidth, faster speeds, higher power consumption, and greater integration. This, in turn, is leading to larger package sizes, longer testing times, increased power demands, and extended timelines for advanced processes, marking a shift and transformation in the industry while creating substantial business opportunities.

To seize the opportunity, the Company has proactively deployed high-end product strategies, including continuous innovation in coaxial sockets and the development of the HyperSocket™ Series, such as the advanced HyperSocket™-UF, HyperSocket™-LF, and HyperSocket™-DH. At the same time, burn-in sockets have been upgraded to support high-speed functional burn-in. In addition, to pursue greater growth, the Company officially entered the probe card (MEMS/Cobra Probe Card) market in 2025. These products are designed to address the evolving trends and market demands of semiconductor test interfaces. In the AI era, the Company aims to secure a market advantage through "AI" (Alliance and Integration).

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

Test interfaces play a key role in the industry chain to ensure the testing specifications of different products are met during IC testing. To effectively demonstrate the functions and performance of the device under test (DUT), it is necessary to tailor different test interfaces for a seamless connection with the automatic test equipment (ATE). The Company's main products are various semiconductor test interfaces.

The precision manufacturing process for semiconductor test interfaces is highly complex. The Company produces all key and core components in-house, delivering “Socket-All-in-House” solutions. However, due to the large number of components required in the manufacturing process, certain parts are outsourced to third-party suppliers for processing. In terms of its industry connections with upstream and downstream partners, the Company manufactures, designs, assembles, and sells diverse testing interfaces for companies in the upstream and downstream of the semiconductor industry. The upstream sector includes IC design houses and wafer foundries, while the downstream sector includes IC packaging and testing companies. Below are the relationships between the industry's upstream and downstream sectors:

3. Various product development trends

In the semiconductor market, process miniaturization continues to advance, while the importance of advanced packaging and testing is steadily increasing across the industry. In particular, demand for wafer-level testing continues to grow, positioning semiconductor test interfaces in an increasingly critical role. The Company continuously innovates new products, offering highly customized solutions to better meet customer needs. Future R&D staff of the Company and their academic and work experience will be focused on these key R&D projects: Fine pitch probe cards, coaxial sockets, active thermal control (ATC) platforms, passive heat sink lids, high-low thermal/burn-in testing for automotive ICs, and co-packaged optical components test interface. These represent long-term development trends of the semiconductor industry and will be the areas most heavily invested in by the Company.

A. 0.12mm fine pitch probe card:

Moore's Law is defined by two key interpretations: 1. The number of transistors on IC chips will double every 18 months. 2. The performance of microprocessors will double every 18 months. As Moore’s Law continues to advance, semiconductor manufacturing sizes continue to decrease, meaning the number of logic gates within chips has risen sharply; meanwhile, the number of external signal pins has increased, resulting in a corresponding rise in signal transmission clock. AI and HPC have become the catalysts for the miniaturization of semiconductor chip manufacturing processes. With semiconductor process miniaturization reaching its physical limits, the development of new chip packaging technologies like CoWoS, Chiplet, SoIC, and other advanced packaging is on the rise. In the future, how semiconductor test interface providers collaborate with IC design customers on joint research and development to meet future advanced packaging and testing requirements will be a major industry challenge. Their role within the semiconductor supply chain is also becoming increasingly critical.

B. High frequency test sockets/Coaxial socket:

In IC manufacturing, testing is separated into 2 phases: Front end testing, otherwise known as wafer probing or circuit probing, is a phase that utilizes probe cards to test if wafer IC function meets the expected design specifications before they are sent to the packaging plant for packaging. Once packaging is complete, IC testing is conducted again. This is what is commonly called the final test where the goal is to test if packaged IC function meets design specifications. Once this phase of complex testing procedures is complete, the IC products are delivered to customers. Pogo-pins test sockets are commonly used as a test interface for package IC. As the operation frequency of digital/RF IC test systems reach the GHz range, high-frequency parasitics of test interfaces that were often overlooked in the past have become a major bottleneck in testing as it becomes difficult to meet signal integrity requirements. Therefore, the most crucial technology in this plan is how to reduce signal attenuation.

C. Wide temperature range IC testing thermal platform/ATC

During the production process of integrated circuits, product operation quality may become unstable due to fine defective structures that impact product reliability and lifespan. The purpose of this plan is to continually increase extreme temperature environments for product operation and test the quality of semiconductor components. The impact of extreme environments is used to broaden the safe usage range of designed components to extend product lifespan and improve reliability. On the other hand, due to initial product design and considerations for different user environments, such as the Arctic and Antarctic Circles, Equator, and other places with extremely harsh environments, the development of a comprehensive thermal control platform has become an indispensable tool for semiconductor testing companies. The purpose of this plan is to develop thermal equipment with strong thermal control functionality that meet the requirements of various thermal control test platforms; the thermal extremes of previous products will be improved to expand operable thermal ranges from -60°C to 150°C.

D. Contact element development

The electronic packaging market encompasses advanced electronic products with high pin count as well as emerging consumer electronic products including technologies such as wafer bumping, wafer-level chip scale packaging (WLCSP), fan-out wafer-level processing (fan out WLP), 3D wafer-level packaging (3D WLP), wafer-level optics packaging (WL optics), and 3D IC packaging; these forms of technologies are defined as mid-end technologies. New technologies, such as embedded substrate technology and Si/glass interposer have also emerged between back-end packaging and testing and PCB technology. In response to the testing demand for these types of products, the Company expects to develop many new forms of contact element as this is the most important and crucial technology for test sockets or probe cards.

E. Automotive IC high-low thermal/burn-in testing

As the future of the self-driving car market surges, globally renowned semiconductor design companies have invested a massive amount of resources in automotive related IC applications. Due to the more rigorous requirements for automotive specifications compared to industrial or commercial use, there is a higher requirement for high performance IC test sockets required to test the high-low thermals and reliability of chips.

F. Silicon photonics wafer-level co-packaged optics (CPO) test interface solution

The industry's push for high-speed computing and transmission has spurred consistent performance upgrades in data centers and cloud computing, while simultaneously posing challenges in high-speed data transmission. With traditional telecommunications transmission hitting its maximum capabilities, optical signal transmission emerges as a next-generation solution. The rise of silicon photonics and co-packaged optics (CPO) is positioning them as the future of the semiconductor industry, ushering in fresh challenges and business prospects for the semiconductor test interface industry.

G. HyperSocket™ ultra-large packaging solution

The HyperSocket™ series is a next-generation product line developed for ultra-large packages and for testing highly sensitive contact resistance. It features a flexible contact interface design that effectively avoids damage to the probe and solder ball during the testing process. This innovative structure significantly extends the lifespan of the spring probe, reduces cleaning frequency, and maximizes production efficiency.

4. Competition

The Company's main competitors are Japanese, Korean, European, and U.S. companies. One of the Company's competitive strengths that allows us to maintain good customer relationships is our long-term investment in Taiwan, China, and Southeast Asia, which enables timely local service capabilities.

When faced with the diversity of logic IC packaging, demand for test sockets and probe cards have grown while requirements of test conditions become more rigorous. The Company's powerful defense lies in our joint growth with customers in terms of R&D capabilities, our flexibility and adaptability in product management, and our ability to continuously provide customers with professional customized products and excellent services.

A. Asia market

As production processes advance and the trend toward advanced packaging becomes firmly established, the Company’s product strategy is focused on the high-end testing market. It provides customers with professional, high-quality testing products and services, and collaborates with customers closely to develop customized specifications and design tailored solutions to meet specific product requirements.

As technological products evolve at an increasingly rapid pace, the Company continues to focus on the high-end market to seize new opportunities and differentiate from existing product segments. At the same time, it also offers suitable solutions to address the needs of the mid- to low-end market.

B. Southeast Asia market

In addition to Taiwan and China, Southeast Asia, particularly Singapore and Malaysia, has also become a major hub for the semiconductor IC industry. The semiconductor-related ecosystems in these regions have matured significantly, with many leading IC design companies from Europe and the U.S. establishing their Asian operations in Singapore. Meanwhile, Malaysia and the Philippines have emerged as key manufacturing bases, enabling close-to-market production to meet demand.

Furthermore, due to the growth in high-performance computing products and geopolitical impacts on the semiconductor supply chain, a shift is anticipated in the semiconductor manufacturing, packaging, and testing market. Therefore, there is a growing importance in offering real-time support and services to customers in Southeast Asia engaged in semiconductor design, packaging, and testing.

The Company established the WinWay Penang Service Center in Penang, Malaysia in May 2023, and set up a Malaysian subsidiary at the end of 2024 to better serve local semiconductor IC design and packaging & testing customers. Moving forward, the Company will continue to deepen our presence in the Southeast Asian market to grow alongside our customers and expand our business opportunities.

C. U.S. market

The U.S. market is the largest battleground for leading technology companies and the semiconductor IC design industry. The development, design, and R&D of next-generation products all require immediate support from suppliers, and success at the design stage is critical in securing mass production orders. Aside from the demand for traditional ATE testing, the demand for system level testing (SLT) will unlock immense business opportunities for testing of next-gen products. The Company's diverse products and services solves customer testing challenges for new products.

The Company’s production and service operations are centered in Taiwan, with a subsidiary established in the U.S. It has built strong technical service and sales teams to provide frontline production support and customer service, while expanding local hiring to strengthen localized support, service, and delivery. The Company aims to offer solutions tailored to IC design and manufacturing customers across Europe and the U.S.

(III) Overview of technology and R&D

1. Technical level and R&D of the business

The primary goals of this company currently are development of forward-looking technologies or knowledge, developing innovative core application technologies, product value, and technologies; we strive to become the world's number one IC test interface supplier as well as provide professional services that integrate the design and manufacturing of IC test interfaces. Key items and examples of R&D are as follows:

- Fine Pitch Probe Card
- Various test sockets and lids for test applications
- Brownie Coaxial Socket
- High-efficiency active thermal controller (HEATCon & ATC& E-Flux)
- Customized Burn-in Socket
- mmWave test socket
- Automated equipment
- Design and material development of contact element
- Co-packaged optics (CPO) test solution

The company is one of the few domestic manufacturers and suppliers of high performance IC test sockets and semiconductor test interfaces. Due to the semiconductor industry's fine and close knit specialization of labor, one of the most important aspects of semiconductor test interface requirements is product verification in the development phase. The company is fortunate to work with major international companies in the development of fixtures with advanced test functionality during the development phase, extending to downstream test manufacturers to offer comprehensive test interface equipment.

Our advantages can be clearly listed in the following points:

A. Exceptional testing experience:

a. More than 20 years experience in the field of IC testing.

b. Maintenance, repair, and troubleshooting of internal test production lines.

c. Highly experienced in integrated design and improvements to many types of test sockets, contact elements, test machines, and handler testing interfaces.

B. Professional capabilities:

a. Development of many applicable test sockets for packaged products such as AIP (antenna in package), 2.5D interposer (interposer encapsulation), 3D CoWoS packaging, SIP (system in package), BGA (ball grid array), WLSCP (wafer-level chip scale package), POP (IC package stacking, package on package), and co-packaged optics (CPO), that encompass the testing requirements of third gen semiconductor materials.

b. Develop high performance test sockets with bandwidth that covers mainstream applications that have gradually increased from 112Gbps to 224Gbps, and with a ball pitch of 0.12mm ~ 1.27mm.

c. Develop high power thermal cooling test instruments that can apply various new cooling technologies in product testing platforms.

d. Precision manufacturing technologies such as etching, lithography, electroplating.

e. Precision micro hole processing technology.

f. Ability to simulate mechanical/electricity/heat transfer.

2. R&D expenses of the latest year, up to the print date of the annual report

Unit: NT$ thousand

Item	2024	2025
R&D expenses	347,159	416,122
Operating revenue	5,798,096	7,857,179
R&D expenses as a ratio of net operating income (%)	5.99	5.30

3. Technology or products successfully developed in the latest year, up to the print date of the annual report

Year	Product Name
2014	1. Development of ATC active thermal controller 2. Establishment of simulation ability for high frequency, mechanisms, and heat flow 3. Development of fine pitch micro hole processing and measurement technology 4. Development and application of random PCR decentralized conductive contact element 5. Development of PCR + plunger socket
2015	1. Development of direct dock probe card 2. Development of sandwich coaxial socket (high frequency test socket)

	3. Development of thermal socket (test socket for testing cooling function) 4. Development of oil bath socket (test socket for testing oil baths) 5. Established high frequency RF measurement capability 6. Development of wide temperature range IC testing thermal platform 7. Development of new contact element C-Pin 8. Development of i-Bump + plunger socket (independent conductive column + copper column test socket)
2016	1. Development of wall extension coaxial socket (retaining wall high frequency test socket) 2. Development of CR tester (contact type resistance test machine) 3. Development of new contact element W-Pin 4. Establish the current resistance capability of contact elements 5. Development and application of eMesh & HAH PCR (mesh & high elasticity conductive silicone)
2017	1. Development and mass production of W-Pin 2. ATC (active thermal controller) design optimizations 3. Introduction of new material TEC (cooling chip) for development 4. Development of E-Flux (extremely high heat-flux thermal controller) 5. Development of air socket (air cooling test socket) 6. Development of P0.8 brownie socket (fully shielded high frequency test socket)
2018	1. Development of P0.5 brownie socket (fully shielded high frequency test socket) 2. HEATCon (high efficiency active thermal controller) 3. Development of low cost pin (low cost contact element) 4. E Flux product upgrade 5. Passive heatsink lids 6. High frequency measurement and simulation optimization technology 7. Launched 80um pitch probe head solution 8. CP& final test turnkey solution.
2019	1. Development of high speed brownie coaxial socket 2. Development project for low temperature HEATCon 3. Development of E-Flux 3.1 4. Development and product implementation of Brownie Lite 5. Development and implementation of AIP Socket
2020	1. Brownie package test solution 2. Development of automatic alignment press machine 3. Development of burn-in socket with independent thermal control 4. Development of automatic inspection equipment for probing exteriors 5. Substrate and load board design

2021	1. New style of rolling contact element 2. 80GHz coaxial test solution 3. Automatic probing equipment 4. Wide temperature range conductive tape 5. FDR machine 6. Brownie Lite Coaxial socket
2022	1. Development of high power active thermal controller E-Flux 4.0. 2. Highly-efficient probing equipment 3. Wide temperature range flexible conductors with high mechanical strength 4. Wafer-level packaging test interface system for wafer upper and lower alignment 5. High current (1000A) and high voltage (1200V) IC test socket 6. High-efficiency coolers (900W); high resistance (300kg) engineering pressure measurement fixtures (Lid)
2023	1. Automatic probe-replacement equipment 2. FDR multifunctional test system 3. High-efficiency 2000W active thermal controller (HEATCon Titan) 4. Development of high power active thermal controller E-Flux 5.0. 5. Remoted plunger 6. Independent thermal control module 7. Micro flexible interface components
2024	1. 224Gbps high-speed and high-frequency Brownie 2.0 Coaxial Socket 2. Hyper Socket 3. Development of high power active thermal controller E-Flux 5.1. 4. Probe image automatic identification assembly equipment 5. Intelligent monitoring and data analysis technology for ultra-precision probe electroplating process
2025	1. Hyper testing for ultra-large packaging 2. Development of semi-automatic double-action probe precision assembly equipment 3. Development of high power active thermal controller E-Flux 6.0 systems 4. Development of electronic vapor chamber (VC) heatsink 5. High-performance and compressible TIM 6. MEMS probe card products in the CoWoS process
Up to the publication date of the 2026 Annual Report	1. Development of ultra-large packaging open/short test socket and load box 2. Contact elements (common ground and high rigidity conductive adhesive solution) 3. Establishment of non-contact manufacturing capabilities for fine pitch thin plates 4. Development of dense multi-point Tj temperature controller

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

1. Short-term Business Development Plans

A. Product strategies

a. Differentiate between high-end and mid-to-low-end products by continuing to provide testing applications for the high-end product market, while offering suitable products for the mid-to-low-end markets.

b. Expand development from test sockets to vertical probe cards, optimize and extend existing Cobra technology, and enter the MEMS field. By strengthening R&D and production capacity for MEMS probe cards, the Company aims to provide customers with comprehensive solutions for chip probing (CP) testing.

c. Continue to optimize advanced burn-in sockets and expand the introduction of functional burn-in.

d. Next-generation HyperSocket™ series, developed to address ultra-large packaging and highly sensitive contact resistance testing requirements.

B. Customer strategy

a. Classify customers according to regional properties, classify customer groups into IC design house and IC testing house, establish different business strategies for different customer groups.

b. Enhance the immediate technical service response capabilities of all global locations, and adjust business marketing strategy according to market activities in different regions.

C. Support services

Continue to enhance the processes of customer support services and define processes appropriate for different customer groups.

2. Long-term Business Development Plans

A. Product strategies

a. Continue to offer advanced test sockets to satisfy fine pitch and high frequency IC testing needs for highly integrated computers and wireless communications, and expand production capacity to advanced products.

b. Maintain the types of mid to low end test sockets in response to demand for burn-in, SLT, and consumer product testing for increased market share.

c. Target special types of packaging such as wafer-level chip scale packaging (WLCSP), 2.5D/3D (technology to greatly increase packaging density by connecting the interposer layer to chips and substrate I/O), package on package IC (POP), and through silicone via (TSV) to provide comprehensive solutions to meet advanced testing requirements.

d. Work with customers to develop product lines that meet special future needs, such as MEMS, automotive electronics, AIoT, and other test solutions for microcomponents.

e. Expand the vertical probe card product line and provide wafer tests for engineering verification and mass production requirements.

B. Customer strategy

a. Strengthen and maintain current customer relationships and utilize the Company's comprehensive product strategy to satisfy customer demand for different types of product packaging and testing, thereby enhancing customer loyalty.

b. Continue to maintain close partnerships with global tier one customers to develop products that will meet forward-looking test requirements, to increase customer reliance.

c. Continue to maintain partnerships with wafer foundries and package & testing plants in all regions and work together to service global customers.

d. Maintain a competitive edge by continuously extending the Company's global network of business and technical services.

C. Support services

a. Maintain excellent quality systems and exception design capabilities through global support services, empowering customers with the shortest time to market from development and design to product verification and mass production.

b. Utilize the Company's special RMA system for the timely collection of testing statuses of customer products in all global regions, and immediately or regularly convene review meetings with customers to reduce costs and increase output.

c. Utilize the Company's customized eForecast and WIP system to accurately grasp product delivery schedules that meet customer's engineering and mass production requirements.

d. The Company has deployed field application engineers (FAE) in key semiconductor testing and production bases in Taiwan, Southeast Asia, and China to provide customers with immediate product or technology support to solve production issues.

II. Market, production, and sales

(I) Market analysis

1. Regions where main products (services) are sold (provided)

Unit: NT$ thousand; %

Region \ Year		2024		2025	
		Sales amount	%	Sales amount	%
Exports	Americas	2,173,043	38%	4,053,414	52%
	China	1,528,410	26%	1,836,380	23%
	Asia	470,645	8%	619,734	8%
	Europe	18,073	0%	25,492	0%
	Subtotal	4,190,171	72%	6,535,020	83%
Domestic sales		1,607,925	28%	1,322,159	17%
Total		5,798,096	100%	7,857,179	100%

2. Market share:

The semiconductor industry chain encompasses a wide range of services, from front end wafer design and manufacturing to back end packaging and testing. In addition to possessing a comprehensive semiconductor cluster, Taiwan has also established countless related supply chains. The product characteristics of this company belong in the semiconductor industry's mid end testing phase; classification of test requirements and environments can be separated into wafer testing (CP), systems testing (SLT), and final testing (FT); the Company's main product sales are of test sockets which are broadly applied in systems testing (SLT) and final testing (FT).

Driven by the rise of generative AI, the semiconductor industry has achieved strong growth for two consecutive years. Major CSPs have shown significant demand for AI and high-performance computing (HPC), accelerating industry growth and realizing the US$1 trillion semiconductor market early by four years. At the same time, this has pushed the semiconductor test interface industry toward trends of high frequency, high speed, greater complexity, larger package sizes, and higher power consumption.

2026 is considered the first year of physical AI, when AI officially moves from computing power competition to a race for implementation and scaled application. Meanwhile, AI is shifting from machine learning and data processing to inference, AI agents, and physical AI. In addition to the increasing number of chips leading to more complex chips, test interfaces are playing an increasingly important role (more and more test insertions) and test times are becoming longer and longer. In this process, test performance and advanced packaging are becoming more critical. "WinWay's AI plus Semiconductor test interface comprehensive solution" will become the solution that best meets the needs of high-end testing in the AI era.

According to the Semiconductor Consumables - Burn-in and Test Socket Market Monitor Report published by the Yole Group, the Company ranked third globally in the logic test socket market in 2025. Combined with burn-in sockets, the Company ranked fourth globally in the overall test socket and burn-in socket market.

3. Future supply-demand and growth of the market

Driven by demand for AI infrastructure and the growth of advanced logic chips, the Semiconductor Industry Association (SIA) forecasts that global semiconductor output will reach a record high, marking a new milestone for hardware technology. According to the latest reports released by the SIA and the WSTS, following strong growth in 2025, global semiconductor market sales are projected to reach US$1 trillion in 2026.

Furthermore, the WSTS predicts that the global semiconductor market will grow by more than 25% to reach US$975 billion by 2026. Growth is expected across all regions and product categories. Among them, memory and logic will once again lead the way, with annual growth rates exceeding 30%. Most other product categories are expected to continue their moderate recovery and grow at a relatively steady pace.

Source: WSTS Semiconductor Market Forecast Fall 2025

2026 is considered the first year of physical AI, when AI officially moves from computing power competition to a race for implementation and scaled application. Therefore, the Company anticipates that the trend of implementing AI applications in smartphones, servers, NBs/PCs, and electric vehicles will continue. Demand for customized AI computing chips (ASICs) and networking chips that support AI processing is expected to grow significantly. Meanwhile, AI is shifting from machine learning and data processing to inference, AI agents, and physical AI. In addition to the increasing number of chips leading to more complex chips, test interfaces are playing an increasingly important role (more and more test insertions) and test times are becoming longer and longer. In this process, test performance and advanced packaging are becoming more critical. "WinWay's AI plus Semiconductor test interface comprehensive solution" will become the solution that best meets the needs of high-end testing in the AI era.

WinWay Technology continues to advance in the 3 major directions of "technology independence", "capacity expansion", and "global services" to become a global supplier.

4. Competitive niche

A. A sound organization with global support, services, and business.

B. In-house design of probes and sockets, develop key production technologies and crucial technologies for production and manufacturing.

C. Suitable solutions for packages of various forms.

D. Engineers capable of international communication and coordination which are usually unavailable from companies located in Taiwan or China.

E. Possessing top-notch R&D talent capable of assisting customers with developing new solutions and future product solutions.

F. Superior solutions focused on the testing of chip scale packages.

G. Various contact element solutions offer customers with the best and highest performing sockets.

H. Experienced design and sales staff that can assist customers with solving issues during IC production or design.

I. Highly flexible sales, marketing capabilities.

5. Favorable and unfavorable factors to long-term development and response measures

① Favorable factors

A. Geographical advantages and local services

Looking ahead, the scale of the global semiconductor market will continue to grow and semiconductor test interfaces will continue to increase in 2026. In terms of industry distribution, the trend of the global semiconductor packaging and testing sector shifting toward the Asia-Pacific region has remained unchanged in recent years.

The Company possesses the advantages of international level technology, engineering, R&D, business, marketing, and ISO9001 certification. At the same time, by providing localized support, technical services, and delivery, the Company offers comprehensive solutions to global semiconductor IC design suppliers, along with high-end test interfaces for initial engineering validation. This further extends to large-scale demand from major OSAT providers across Taiwan, China, and Southeast Asia for subsequent packaging, testing, and manufacturing. Coupled with timely localized service and technical support, the Company is well positioned with a strong competitive advantage.

Driven by global geopolitical dynamics and regional politics in recent years, China has accelerated efforts to localize and achieve self-sufficiency in its semiconductor supply chain. This has led to rapid growth in mature processes and capacities of semiconductor foundry services, alongside the expansion of emerging IC design companies and downstream OSAT industries. The Company has established a localized manufacturing site in Suzhou, China, in mid-2014, and set up an operations hub in Shanghai to provide fast and reliable customized test socket services to local customers. After operating for more than 10 years, the operation continues to expand in scale.

According to a report by Omdia, driven by AI investment and edge AI, the Chinese semiconductor market is expected to reach US$546.5 billion in 2026, representing a year-on-year growth of 31.26%. This will create significant growth opportunities for inference-focused AI chips in the Greater China region. At the same time, AI penetration in end devices is projected to continue increasing in 2026, generating further opportunities for packaging and testing. In response, the Company continues to expand its production capacity in China, including production capacity for high-end test sockets and probe card product lines, while increasing the proportion of high-end products in line with ongoing semiconductor process advancements.

Source: [OMDIA] 2026 Trends to Watch: Semiconductors | December 2025

Southeast Asia has also become key in the Company's overseas expansion. In 2023, the Company established a repair center in Malaysia, followed by a Malaysian subsidiary in December 2024 and continuous expansion. We aim to provide more immediate support to customers in Southeast Asia. The Company is confident that these efforts will attract greater recognition from global IC design firms and packaging and testing houses, paving the way for mutual prosperity in the future.

B. High degree of product customization with main customers being renowned semiconductor manufacturers

Due to the various competitive advantages described above, the main customers of the Company are high-end global design houses. The Company has seized the opportunity to form strategic partnerships with major foundries and package and testing plants to develop advanced and next-generation product technology requirements including manufacturing processes related to fine pitch and the materials required for high speed/high frequency testing. These technologies are expected to result in rapid new product introduction (NPI) and yield improvement during subsequent mass production to broaden the gap of product technology and mass production capability with our competitors.

The Company's vertical probe card business division in Hsinchu is capable of providing services such as R&D design, production and manufacturing, maintenance and repair, and product sales as well as having already successfully passed the verification and mass production for advanced products for key North American customers. In order to meet customer wafer test requirements for different product lines, the Company offers a new and more conductive cobra material solution to customers, which something other competitors are unable to provide. At the same time, the Company has signed long-term supply contracts with world-class probe card manufacturers, which gives it the ability to supply MEMS probe cards in the long term and boosts its probe card business. With increasing wafer probing demand for high-end products from global customers, along with the Company's expansion of probe card production capacity, revenue from the probe card product line is expected to grow significantly in the coming years.

C. The escalating demand for AI chips has triggered a surge in the need for associated test interfaces, unveiling substantial market opportunities.

Driven by the growing demand and expanding applications of AI, along with the increasing complexity of AI and HPC chip design and manufacturing, packaging technologies are entering a new era. Advanced packaging has become a critical enabler in the semiconductor industry, including fan-out wafer-level packaging (FOWLP) and

2.5D/3D IC packaging. As package structures become more complex and chip costs rise, demand is increasing across the entire testing spectrum, from wafer probing (CP) before packaging to final testing (FT) and system-level testing (SLT) at the back end. This significantly elevates the importance of semiconductor testing and drives a surge in demand for semiconductor test interfaces across the industry.

D. The semiconductor industry is Taiwan’s economic pillar and supported by government policy

The semiconductor industry has been a key driver of Taiwan’s economic development. Amid evolving geopolitical dynamics, the resilience of the semiconductor supply chain has become a key focus of the world. Across several decades, Taiwan has built a comprehensive and finely segmented semiconductor ecosystem spanning IC design, wafer fabrication, and packaging and testing. With its strong cluster effect, Taiwan holds a leading position worldwide. In response to trade tensions and to enhance the competitiveness of Taiwan’s industry, the government has actively promoted related policies. Since 2022, the Ministry of Economic Affairs has been planning the establishment of a “Center of High-end Manufacturing in Asia” and "Center of Advanced Semiconductor Manufacturing Processes" to further strengthen the semiconductor ecosystem. In addition, the Executive Yuan launched the "Ten New AI Constructions" in the second half of 2025, which is a national-level development plan for the next stage of Taiwan's development. It is focused on the application and infrastructure of AI technologies. This initiative aims to enhance Taiwan’s technological capabilities across digital infrastructure, R&D, and industrial applications. A total budget of NT$190 billion will be invested over the next four years to position Taiwan as an AI technology hub, covering ten key domains including smart robotics, quantum technology, silicon photonics, and sovereign AI. The initiative is expected to generate NT$15 trillion in economic value by 2040.

② Unfavorable factors and countermeasures

A. Uncertainties in global political and economic outlook

Due to factors such as geopolitics, tariff policies, and inflation, the growth of the semiconductor industry may be offset by external structural impacts. Additionally, with the current macroeconomic volatility and ongoing regional conflicts, the extent of demand recovery remains uncertain.

Countermeasures:

Keep improving high-end semiconductor testing solutions, optimize product costs, adjust inventory flexibly to meet customer demands promptly, stay alert to industry trends, and seize industry opportunities.

B. Each nation's support for domestic semiconductor industries may indirectly generate crowding out effect

The U.S.-China technology disputes have also caused nations around the world to acknowledge the importance of having their own semiconductor supply chains. Countries are proposing plans for semiconductor independence and inviting or attracting global semiconductor suppliers to set up local factories by offering compellingly incentive policies for localizing semiconductor development, thereby strengthening supply chain resilience. At the same time, it has also led countries to develop localized supply chains to mitigate risk, bringing challenges such as substantial upfront investment, lower returns on investment, talent shortages, and high labor costs.

Countermeasures:

Under the Company's existing global strategy, regional operating strategies are adjusted according to market activity to reproduce the successful experiences in Asia markets in the development of new markets. We strive to enhance the specifications and performance of machinery through highly customized designs, manufacturing capability, and flexible production management to offer high value-added products, improve customer production efficiency to reduce costs, and increase customer loyalty. The demand for semiconductor test interface technologies will shift towards fine pitch, high speed, high frequency, and high integration. We will continue to improve our capabilities in technology and R&D to implement comprehensive test interface solutions and local services to maintain our competitive advantage.

C. Challenges in cultivating and recruiting R&D talent

As R&D is one of the core competencies at this company, we have insisted on technology independence since our establishment in 2001. We targeted the development of technologies related to high end testing of semiconductors. In addition, to increase the self production rate of key parts and components, we completed construction of the second factory in Nanzih Export Processing Zone in the second quarter of 2023. We continue to expand its production capacity, which means we will have great demand for talents. Thus, the fostering and recruitment of semiconductor talents is also a matter of concern for us.

Countermeasures:

The Company was officially listed on the Taiwan Stock Exchange on January 20, 2021 which will improve our reputation to attract talented individuals from external sources. Employee bonus systems and stock option certificates will offer additional flexibility for employee compensation systems, improve cohesiveness, share the Company's operating results, and retain core and crucial talent within the Company. In 2022, the Company collaborated with the National Sun Yat-sen University College of Semiconductor, focusing in particular on partnerships with institutes specializing in advanced semiconductor packaging and testing as well as precision electronic components. Through this collaboration, the Company provides internship opportunities and jointly cultivates semiconductor talent.

At the same time, the Company places strong emphasis on education and training. We plan comprehensive training systems and courses for employees based on industry properties. These courses include manager training, professional factory training, multi-specialization training, various project type training, language courses, and self management courses. We encourage colleagues to participate in external education and seminars by promoting the concept of continuous learning for the purpose of enhancing employee's competency, skills, and the organization's ability in environment adaptation across the board. This allows the Company to maintain leading technology and profitable growth in the semiconductor test interface industry.

(II) Major applications and manufacturing processes of core products

1. Major applications of core products

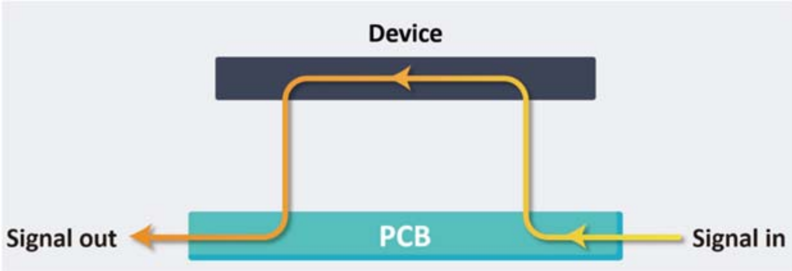
A. Test socket and contact element:

During semiconductor manufacturing processes, a device undergoes wafer fabrication and packaging before a device has completed manufacturing. Manufactured devices must be tested to verify they are working as intended. The company's products provide the hardware interface necessary for testing; we call them test sockets. The function of a test socket is to act as an interface between the device and test board. Within these structures, there are crucial contact elements: Spring probes function to provide signal transfer between a device and test board. Aside from categorization based on type of package, the main structure of test sockets can be classified as 2, 3, and 4 piece based on their application and combined with special product structures to satisfy customer requirements. In addition to test sockets, customers may also require lids in order for manual testing or debugging. Lids are designed and may differ according to the size, heat, and package type of the device; currently, cooling requirements up to 1000W is supported.

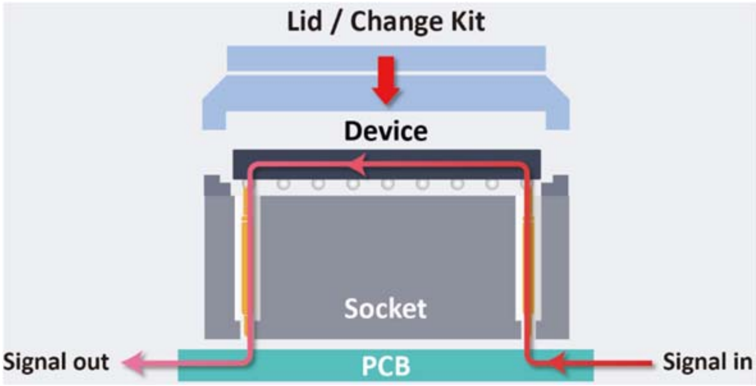
During the device testing process, there are a few major categories such as chip probing, final test, bench test, and burn-in test.

Chip probing, otherwise known as wafer sort, is within the scope of wafer testing; this process can be filtered through KGD (known good die) based on test requirements to decrease subsequent packaging costs.

Final test is also known as ATE (automatic test equipment). ATE equipment is utilized to test packaged IC for approximately 60% of their function; multiple sets of functions can be tested simultaneously for extremely rapid testing speed.



Test principles:
A signal is transmitted from PCB to device, computed, then returned to the PCB. A comparison is carried out on the processed signal to determine if it meets expected values and assess if device functions are operating as intended.



Product functions: In order to achieve fast and accurate testing, we need the relevant components (ignore the area of machinery for now)
Contact Element: Medium for signal transmitted from PCB to device:

Characteristics
1. Maintain signal stability
2. Replaceability
3. Long usage life cycle

Socket: Correctness of the signal conduction point between the PCB, contact element, and device.
Characteristics
1. Accurate positioning
2. Fast and accurate device placement/removal

Lid/ Change Kit: Allow the device to come in contact with the contact element, then the PCB to ensure there are no short circuits in the signal transmission circuits.
Characteristics
1. Accurate pressing depth
2. Easy and convenient operation (LID)

Bench test is also known as SLT (system level test). This is mainly the testing of devices before they're placed onto boards; most tests during this phase are conducted manually. The test items are all functions used by the product. For example, graphics chips are tested for whether they display the correct screens.

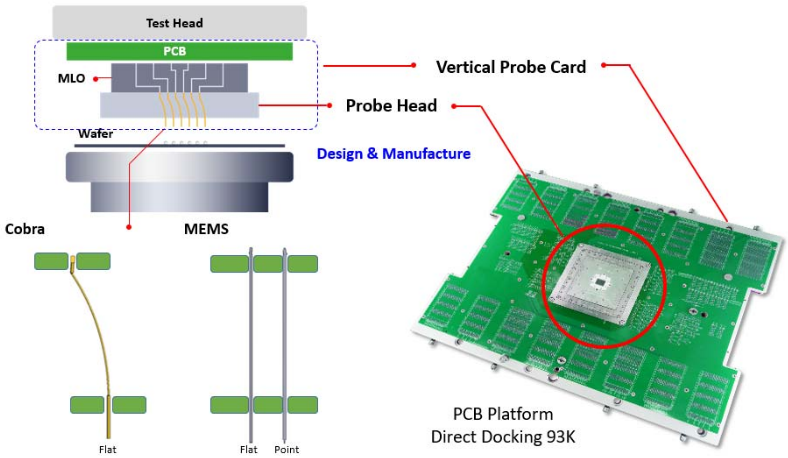
Burn-in Test: Long-term reliability testing performed in high temperature environments. Common test conditions are high heat and humidity environments at 125 degrees for 1000 hours; the test is often used to test the first production lot of devices to verify if chips are failing prematurely.

B. Vertical Probe Cards (VPCs):

During semiconductor manufacturing processes, once wafers have been fabricated, each individual die must be tested before packaging by performing the "known good die" (KGD) test. This allows for the early discovery and removal of defective die before packaging to decrease the costs of subsequent manufacturing processes. During the test process, the probes on probe cards come in direct contact with the wafer's solder pads or bumps to measure the circuit's electrical properties and judge the quality of the die. Vertical probe cards can meet the high pin count and fine pitch requirements of the IC test market. For instance, full array type probes perform much better than traditional cantilever probe cards for FlipChip in package (FCIP) and wafer-level package (WLP) products. In response to AI's rapid development, advanced packaging technologies (such as Chip-on-Wafer-on-Substrate (CoWoS)) is being widely adopted. In this sense, the MEMS Probe Card is a complete solution designed to meet the advanced testing needs of customers.

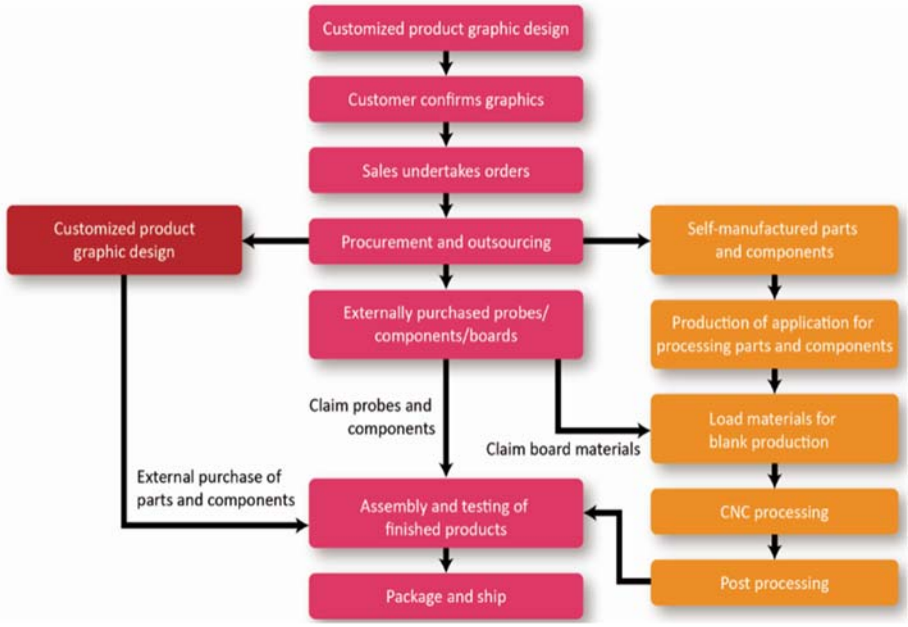
In order to offer optimal test solutions to our customers, the designs of probe cards are based on wafer's solder pad or bump materials, size, array type, and circuit information while also designing parts and components related to PH, PCB, substrate, and ST as well as performing simulations of electrical properties.

Product structure:

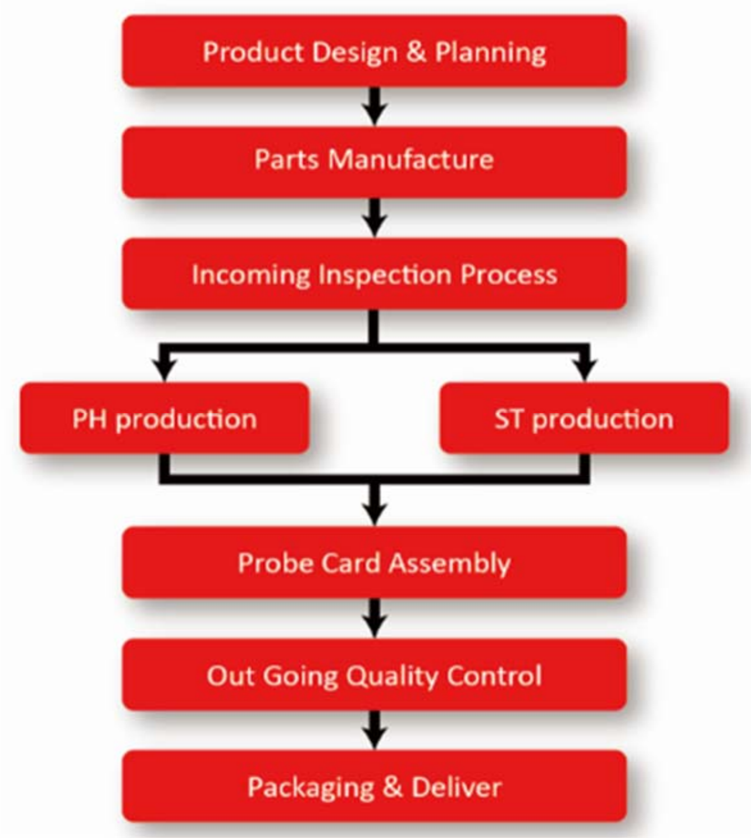


2. Manufacturing process

A. Test socket



B. Vertical probe card (VPC)



(III)Supply of main raw materials

The Company maintains good relationships and cooperation with suppliers of main raw materials; current supply of materials remains unobstructed.

Main raw materials	Main suppliers	Supply status
Probe	Company A	Good
MEMS Probe Card	Company B	Good

(IV) Customers list for major purchases and sales in the last 2 years

1. Name of supplier accounting for more than 10% of total purchases in the past 2 years or any year and the purchase amount

Unit: NT$ thousand

	2024				2025			
Item	Name	Amount	As a percentage of total purchase (%)	Relationship with issuer	Name	Amount	As a percentage of total purchase (%)	Relationship with issuer
1	Company A	765,776	30.70	N/A	Company A	799,678	27.18	N/A
2	Company B	98,114	3.93	N/A	Company B	393,524	13.37	N/A
3	Other	1,630,444	65.37	N/A	Other	1,749,352	59.45	N/A
	Procurements Net amount	2,494,334	100.00		Procurements Net amount	2,942,554	100.00	

The main raw materials procured by the Company are for the manufacturing of probes and MEMS probe cards required for test interface products. Any changes to suppliers over the past 2 years are mainly in response to changes to the demand of end products. In 2025, the Company entered into a memorandum of understanding with Company A and signed a tripartite long-term supply agreement with Company B for a minimum term of five years to procure MEMS probe card-related products.

2. Names of customers accounting for more than 10% of total sales in the past 2 years or any year, the sales amount, and factors for changes in the amount:

Unit: NT$ thousand

	2024				2025			
Item	Name	Amount	As a percentage of net sales (%)	Relationship with issuer	Name	Amount	As a percentage of net sales (%)	Relationship with issuer
1	Company A	798,288	13.77	N/A	Company A	2,526,183	32.15	N/A
2	Company B	324,128	5.59	N/A	Company B	951,226	12.11	N/A
3	Company C	876,041	15.11	N/A	Company C	790,753	10.06	N/A
5	Other	3,799,639	65.53	N/A	Other	3,589,017	45.68	N/A
	Net sales	5,798,096	100.00		Net sales	7,857,179	100.00	

Explanation of changes:

Benefiting from the strong and continued demand for global AI and HPC end-customer applications, the revenue of major customers in 2025 grew significantly compared to 2024.

III. Number of current employees, mean number of years in service, mean age, and distribution of education in the most recent two years and up to the date this annual report was printed

Unit: people; %

Year		2024	2025	March 31, 2026
Employee count	Direct employees	442	492	589
	Indirect employees	552	595	630
	Total	994	1087	1219
Average age		34.7	35.0	34.6
Average years of service		4.6	4.9	4.5
Education background (%)	Ph.D	0.5	0.4	0.2
	Master's	12.5	14	13.5
	Bachelor's Degree	75.5	77.4	78
	Senior High School	11.5	8.3	8.2
	Senior High School and below	0	0	0

IV. Environmental protection expenditure information

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

V. Employer-employee relations

(I) The implementation of various employee welfare measures, training, continuing education, and pension systems at the company as well as various protection measures for employee rights and employer-employee agreements:

(1) Employee welfare measures:

The Company upholds the principle that satisfied employees lead to satisfied customers. Therefore, comprehensive care of employee's physical and mental health allows colleagues to happily work without worry; the company has enlisted colleagues to form an Employee Welfare Committee responsible for the planning and implementation of various matters related to employee welfare. The company has implemented the following items relating to employee welfare:

A. Employees who are employed on a permanent basis are eligible to receive a bonus equivalent to two months' salary for each of the three major Chinese Festivals.
B. Quarterly bonus
C. Performance used to conduct annual promotion and salary adjustments
D. Employee bonus
E. Labor and health insurance, pension, and group insurance
F. Subsidies for annual employee trips
G. 2-day weekends
H. WinIdea Proposal and Performance Competition
I. Department gathering subsidies
J. Regular health examinations for all colleagues
K. Gift vouchers for holidays (Lunar New Year/Dragon Boat Festival/Mid-Autumn Festival/Labor Day), birthdays, and books
L. Various club activities and subsidies
M. Aid money for weddings, funerals, celebrations, and children's scholarships
N. Education degree bonus, subsidies for continuing education, and excellent academic performance bonus
O. Provision of internal/external training at factories, subsidies for continuing education
P. Employee support plans
Q. Annual commendations and rewards for senior employees
R. Rental subsidy for faraway employees
S. Lunch subsidies and free coffee/tea/snacks/overtime meals
T. Employee ownership trust

(2) Employee training and education system:

WWT strongly believes talent is the key to the sustainable development of an enterprise. Therefore, we are committed to creating a comprehensive learning and growth mechanism to ensure that employees can continuously improve their professional skills, accumulate career competitiveness, and grow together with the Company. Through internal training, external learning resources, cross-departmental learning, and talent development programs, we provide employees with appropriate growth opportunities at different stages of their careers.

Comprehensive functional learning framework: To ensure that employees acquire the necessary knowledge and skills at different stages of their careers, WWT has established a learning roadmap, regularly assesses employee competencies, and provides tailored skill development plans and training courses. This approach enables every employee to continuously improve their professional expertise and management abilities outside of their day-to-day work.

Systematic education and training mechanisms: The Company creates a positive cycle of education and training through annual training plans, education and training goals, learning resource platforms, and course evaluation and improvement mechanisms.

Diverse learning resources and external training support: WWT encourages employees to learn through diverse channels and provides relevant resources to support employees' independent learning and career development. The Company offers tuition subsidies, scholarships, and salary adjustments based on academic experience to support employees pursuing further education. Employees are encouraged to participate in external courses to foster self-learning habits and enhance their professional knowledge.

Development plan for potential talent: The Company designed a phased talent development program for employees with development potential and a strong willingness to learn. This program offers a series of training sessions and challenging assignments to help them build professional skills, project management capabilities, and leadership competencies. The program aims to prepare them to become future experts in their fields or take on managerial roles.

WWT ensures that all employees have access to appropriate development opportunities through a complete education and training framework, a clear functional learning roadmap, diverse learning resources, and a development plan for potential talent. WWT never hesitates to invest in education and training. In the future, the Company will continue to invest in talent development, enabling employees to improve continuously and realize their potential while creating greater value for the enterprise.

(3) Retirement system and its implementation:

A. The pension payment standards (old pension system) of the Labor Standards Act applicable to the Company's employees has been settled as of February 14, 2014 (Ministry of Labor official document no. 1035002213) to the pension fund account in Bank of Taiwan.

B. The Company pays 6% of monthly salary to worker's individual pension account in accordance with the Labor Pension Act (new pension system); workers may apply to claim their pension from the competent authority at the age of 60. The Company's retirement method has been established according to the laws and regulations of the

Labor Standards Act; the Company deposits a "retirement reserves" into a government designated account each month.

C. The Company employed foreign national white-collar workers. The Official letter titled Jing-Yuan-Huan-An-Zi No.1120017986 dated January 5, 2024 approved establishment of the Labor Retirement Fund Supervisory Committee; the committee makes a monthly pension contribution equal to 2% of the employees' monthly salary and deposits it in the account with the Trust Department of the Bank of Taiwan.

Also, since the implementation of the new pension system as of July 1, 2005, the Company's employees have completed their selection of the new or old system; monthly pension contribution is made as required by law for employees who have chosen the new system and employees who join the Company after the implementation of the new pension system. The legal and comprehensive retirement system can hopefully achieve mutual benefit for both employees and the employer.

(4) Labor agreements:

The Company is extremely concerned with internal communication and convenes both labor and employee communication meetings. There are various internal channels of communication, management and employees show mutual respect and offer their opinions for improvement to work together and grow the Company. Employee-employer relations have remained harmonious and maintained good interactions up to the current period.

(5) Measures to protect various employee's rights:

The Company's various policies include comprehensive systems clearly state management guidelines in accordance with government laws and regulations; the contents clearly establish employee's rights, obligations, and welfare. The policy is regularly reviewed and amended to protect the rights of all employees.

The Company regularly hosts randomly selected employee conferences to listen and show concern for employee opinions in order to provide immediate care, offer consultation or transfer services; aside from monitoring the conditions of special workers and providing the necessary assistance, these measures help improve understanding of management and labor conditions in all departments. In order to gain a broad sense of employee's opinions, a President's Mailbox has been setup within factories to maintain an unobstructed channel for employee opinions. The goal of various interview mechanisms and unobstructed channels of communication is to actively discover issues, regularly review various management measures and their room for improvement, and to establish a happy work environment for employees.

(6) Protective measures taken to ensure a safe working environment and maintain employees' personal safety:

A. Establish health and safety guidelines and regulate the management of health and safety for employee compliance.

B. Inspections of work environments are implemented regularly every 6 months (e.g., indoor CO_2, organic solvents in the workplace).

C. Hazard identification must be performed for new equipment and manufacturing processes prior to employee operation.
Safety and health hazard identification and risk assessment is implemented for work environments and operations for employees and stakeholders and used as a basis for establishing occupational safety and health management targets, implementing controls for operations related to health and safety, emergency response measures, or training.

D. Provide appropriate, sufficient protective equipment based on the hazards of operation environments and supervise their proper use.
E. Implement comprehensive fire safety systems in accordance with the Fire Services Act; conduct fire safety drills every 6 months so that employees are familiar with fire safety and emergency evacuation systems; implement monthly inspections of fire safety equipment and commission qualified fire safety equipment technicians annually to inspect and repair equipment and file the results of inspection and repair annually.
F. Conduct investigations, analysis, and statistics for every work injury incident and provide monthly reports to the Ministry of Labor.
G. Implement occupational safety and health management system (ISO-45001), pass certification for occupational safety and health management systems, and utilize internal/external audit systems to ensure the effective operation of the above system.
H. hire or commission medical workers specializing in worker's health services to manage employees’ health issues. give a physical check-up to new hires, a regular health check-up to staff every two years, and a special-purpose health check-up annually, and monitor and manage any anomaly.
I. Establish an adequate supply of health kits, first aid kits, and medical equipment, and appoint emergency medical technicians.
J. Provide health education training and health promotion activities for staff annually.

(II) Losses sustained due to labor disputes (including labor inspection results found in violation of the Labor Standards Act, specify the date of the penalty, letter number, article violated, provision violated, details of the penalty) in the past 2 years and up to the printing date of the annual report, and disclose current and future estimated amount and response measures; if it cannot be reasonably estimated, describe the facts of why a reasonable estimate is not possible: N/A

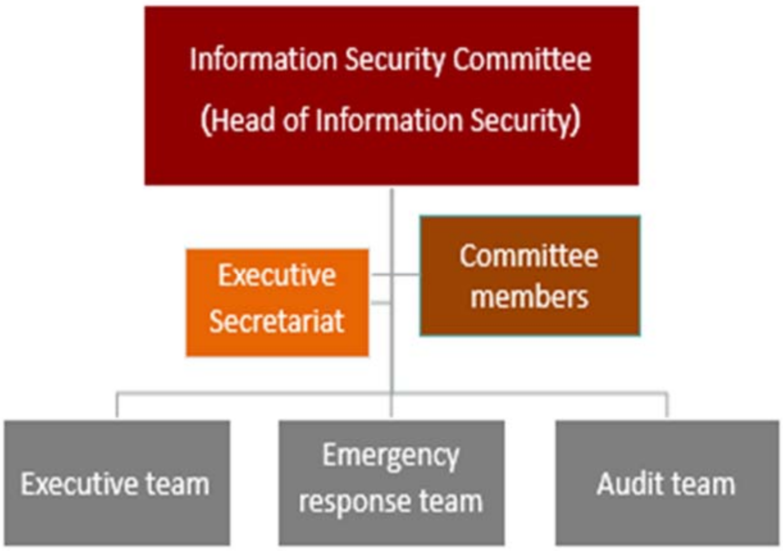
VI. Cyber security management

(I) Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investment of resources in cyber security management:

1. The Company established the “Data Security Committee” with the President as convener and division directors as committee members. An executive team, emergency response team, and audit team have been setup under the committee which is responsible for reviewing the governance, planning, supervision, and execution of data security in each business division to establish protections in data security and good awareness amongst employees. The Board of Directors is given an annual report of the committee's execution:

On August 28, 2025, the Information Security Management Review Meeting was held, during which the Chief Information Security Officer and committee members were briefed on the 2025 information security report, achievements, and future outlook. No incidents of information security regulation violations occurred between 2024 and 2025, demonstrating the effectiveness of information security management. As a result, the Company’s information security efforts received approval and support from the Information Security Committee.

Its organizational structure and work responsibilities are as follows.



2. [Data Security Policy]:

WinWay Technology Co., Ltd. (hereinafter referred to as "the Company") has established this policy to maintain general data security and manage business secrets, thereby ensuring:

- Strengthen the security management of various information assets to ensure confidentiality, integrity, and availability. The Company has also established a secure and dependable operating environment to ensure information security, system security, equipment security, and network security, protecting the interests of the Company's employees and related internal and external personnel.

- Strengthen management of the documents and files related to invention, research and development, and manufacturing as defined in Article 2 of the Trade Secrets Act, ensuring reasonable protective measures.

3. [Specific Management Measures]:

Information security management type	Related operations
System accessibility	● Establish a monitoring system and network availability system ● Establish a remote data recovery system to ensure the complete restoration of data. ● Vulnerability patching and updates are performed based on vulnerability risk assessments to minimize high-risk vulnerabilities. ● Regularly conduct disaster drills, systems restoration procedures, and business continuity plan drills, strengthen corporate ability to recover from disasters in order to reduce operational risks
External threats	● Establish intrusion detection and protection systems, such as firewalls and anti-virus walls, to detect viruses and malware attacks, preventing damage to the information frameworks and systems. ● Establish an email protection system to ensure the timely blocking of malicious email attacks. ● Implement end point antivirus protection to safeguard servers and personal computers from viruses and data leaks ● Regularly perform vulnerability scans on servers and end user PCs, patch vulnerabilities through updates
Permissions management	● Management of personnel accounts and permission settings ● Regularly inspect and list accounts as well as their permissions necessary for business ● Privileged accounts and access controls ● Server room access permissions and surveillance management
Access controls	● Control access of data files ● Implement an audit record system for data access ● Define and implement a file classification system, and strictly manage important information according to rules. ● Only authorized and compliant devices are allowed to connect to the company network, and public and private device information is separated.

4. [Implementation status and investment of resources in cyber security management]:

Adhering to ISO/IEC 27001 standards, the Company implements information security regulations and continues to make improvement. In 2025, an audit was conducted by SGS Taiwan Ltd., completing the periodic surveillance audit and recertification for ISO/IEC 27001:2022. The Company obtained ISO/IEC 27001:2022 certification, further strengthening its information security management to meet modern requirements.

- [Investment of resources in cyber security management in the year]: The investment in information security systems and equipment in 2026 increased to roughly NT$17 million, and over 5 personnel have been assigned to a regular job position responsible for managing information security.
- In July 2025, an internal information security audit was conducted. The IT Department continued to conduct system vulnerability scanning, apply patches, and upgrade and migrate operating system servers and database software for which vendor support has been discontinued. After evaluation, and given that upgrades were not feasible, the Company implemented alternative measures by deploying a Web Application Firewall (WAF) in front of the servers and establishing a DMZ to host the main external service servers. These measures help isolate internal and external access to prevent potential attacks targeting high-risk vulnerabilities in the servers or databases.
- The Company has progressively shut down non-essential external services and now requires connection authentication via VPN, allowing only authorized and compliant devices to access internal system services, thereby reducing the risk of external cyberattacks and unauthorized intrusion.
- In 2025, 1 email social engineering drill was conducted, along with information security awareness training, to enhance employees' ability to recognize cybersecurity threats.
- In 2025, we published 13 information security newsletters and posted 3 information security posters.

4. [Subsequent Planning and Execution]:

In order to "maintain the confidentiality, integrity, availability, and legality of company data to prevent human error, intentional destruction, and natural disasters that may cause the data and assets of the company to be misused, leaked, tempered with, damaged, or lost, resulting in the disruption of business activities and damaging the rights and interests" of this company.

In 2026, the Company will continue to implement digital asset protection initiatives (MDM and VPN), system vulnerability remediation, and upgrades for EOS environments. Through server firewalls, antivirus measures, and internal network segmentation, it will further strengthen overall boundary and endpoint protection. At the same time, the Company will progressively establish managed detection and response (MDR) services and endpoint detection and response (EDR) mechanisms, while planning to introduce offline backup solutions to enhance monitoring of abnormal device behavior, improve threat detection and incident response efficiency, and ensure the security of backup data.

- Through the implementation of the ISO/IEC 27001 Information Security Management System and compliance with trade secret protection regulations, the Company advances its information security improvement initiatives. In addition, through ongoing training and social engineering drills, it continues to enhance employees' cybersecurity awareness, with the aim of achieving the following objectives: Strengthen corporate security, reduce operational risks, and maintain competitiveness.

- Conduct data security diagnosis, make inventory of potential risks, and patch vulnerabilities according to risk severity in compliance with international standards to decrease company losses caused by data security incidents
- Establish data security policies and daily operations in compliance with international standards
- Avoid becoming a springboard for hacking attacks on corporate customers
- Increase customer's confidence and trust towards the stability of our corporate operations
- Protect the intellectual property rights of customers and this company
- Decrease legal risks and reduce costs
- The operation of ISO/IEC 27001:2013 information security management system satisfies regulatory requirements (Personal Data Protection Act, Trade Secrets Act, GDPR-EU General Data Protection Regulation) to reduce the legal problems faced in data security emergencies.

(II) List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

VII. Key contracts

Nature of contract	Contracting parties	Contract start and end date	Content	Restrictive articles
Lease	Export Processing Zone Administration, MOEA	2010/09/01~ 2030/08/31	Land lease agreements of headquarters	N/A
Lease	Export Processing Zone Administration, MOEA	2020/11/06~ 2030/11/05	Land lease agreements of Park I	N/A
Lease	Tai Yuen Textile Co., Ltd.	2023/11/01~ 2026/10/31	Lease agreement for Tai Yuen offices	N/A
Lease	O&M CORP.	2025/01/01~ 2034/12/31	Lease agreement for Taichung offices	N/A
Credit from banks	Mizuho Bank, Ltd.	2025/2/15~2027/2/15	Medium term loans	N/A
Credit from banks	Mega International Commercial Bank Co., Ltd.	2025/1/13~2028/1/13	Medium term loans	N/A
Credit from banks	E.Sun Bank	2024/7/18~2029/7/18	Medium term loans	N/A
Credit from banks	CTBC Bank	2 years, counting forward from the date of initial drawdown	Medium term loans	Review remittance and deposit performance
Credit from banks	E.Sun Bank	2024/2/26~2031/2/15 Repaid on November 28, 2025	Medium term loans (Investment made by returning Taiwanese businessman)	N/A

E. Discussion and analysis of financial standing and financial performance and risks

I. Financial position

Comparative analysis of financial position

Unit: NT$ thousand; %

Year / Item	2024	2025	Difference	
	Amount	Amount	Amount	%
Current assets	5,045,430	6,426,346	1,380,916	27.37
Property, plant and equipment	2,256,431	2,206,048	(50,383)	(2.23)
Right-of-use assets	119,848	118,333	(1,515)	(1.26)
Investment properties	-	-	-	-
Intangible assets	37,528	51,142	13,614	36.28
Other assets	120,772	242,337	121,565	100.66
Total assets	7,580,009	9,044,206	1,464,197	19.32
Current liabilities	1,812,377	2,524,213	711,836	39.28
Non-current liabilities	227,728	74,684	(153,044)	(67.20)
Total liabilities	2,040,105	2,598,897	558,792	27.39
Share capital	358,238	360,416	2,178	0.61
Capital reserve	3,105,988	3,343,862	237,874	7.66
Retained earnings	2,152,597	2,935,423	782,826	36.37
Other equity	(76,919)	(194,392)	(117,473)	152.72
Total equity	5,539,904	6,445,309	905,405	16.34

Explanation of significant changes (change ratio above 20% with amount of change exceeding NT$10,000,000):

(1) Increase of current assets: Mainly due to the increase in accounts receivable as a result of increased operating revenue in 2025.
(2) Increase in intangible assets: Mainly due to purchase of simulation and analysis software in 2025.
(3) Increase in other assets: Mainly due to the increase in advance payments for purchasing equipment in 2025.
(4) Increase of current liabilities: Mainly due to the increase in accounts payable as a result of increased operating costs in 2025.
(5) Decrease in non-current liabilities: Mainly due to the repayment of long-term bank loans in 2025.
(6) Decrease in other equity: Mainly due to issuance of new restricted employee shares in 2025.

II. Financial performance

Comparative analysis of financial performance

Unit: NT$ thousand; %

Year / Accounting subject	2024 Amount	2025 Amount	Increase (decrease)	Change ratio
Operating revenue	5,798,096	7,857,179	2,059,083	35.51
Operating cost	3,264,561	4,300,706	1,036,145	31.74
Gross profit	2,533,535	3,556,473	1,022,938	40.38
Operating expenses	1,165,392	1,486,878	321,486	27.59
Operating Profit	1,368,143	2,069,595	701,452	51.27
Non-operating income and expense	66,439	(8,387)	(74,826)	(112.62)
Pre-tax profit	1,434,582	2,061,208	626,626	43.68
Income tax expense	248,745	388,336	139,591	56.12
Current period net profit	1,185,837	1,672,872	487,035	41.07
Total comprehensive income for this period	1,196,501	1,676,564	480,063	40.12
Significant changes to operating revenue, net operating profit, and net profit before tax in the past 2 years (change ratio above 20% with amount of change exceeding NT$10,000,000): Mainly due to strong and sustained end-market demand from global AI and HPC customers, resulting in continued order pull-ins, the Company recorded significant increases in operating revenue, operating profit, and profit before tax.				

III. Cash flows

(I) Analysis of changes in cash flow in the most recent year:

Unit: NT$ thousand; %

Item \ Year	2024	2025	Increase (decrease)	Proportion of increase (decrease)%
Net cash inflow (outflow) from operating activities	1,048,961	1,802,778	753,817	71.86%
Net cash inflow (outflow) from investment activities	(1,084,460)	722,182	1,806,642	(166.59%)
Net cash inflow (outflow) from financing activities	516,069	(1,057,455)	(1,573,524)	(304.91%)
Total	480,570	1,467,505	986,935	205.37%

Change analysis:

(1) Operating activities: Operating activities in the current period resulted in an increase of net cash inflow of NT$753,817 thousand, which was mainly due to an increase in substantial growth in operating revenue in 2025.

(2) Investment activities: Investment activities in the current period resulted in an increase of net cash inflow of NT$1,806,642 thousand, which was mainly due to the increase in financial assets at amortized cost in 2025.

(3) Financing activities: Financing activities in the current period resulted in an increase of net cash outflow of NT$1,573,524 thousand, which was mainly due to distribution of cash dividends in 2025.

(II) Improvement plan for insufficient liquidity: N/A.

(III) Cash liquidity analysis for the coming year

Unit: NT$ thousand

Initial cash Balance	Expected annual net cash flow from operating activities	Expected annual net cash flow from investment activities	Expected annual net cash flow from financing activities	Expected remaining cash (deficit) amount
2,593,851	1,357,439	(1,286,266)	2,235,152	4,900,176

1. Change in cash flow analysis for the coming year:

(1) Operating activities: An increase in profits due to revenue growth is expected in 2026, resulting in a net cash inflow from operating activities.

(2) Investment activities: Capital expenditures and others expected for 2026.

(3) Financing activities: Mainly due to the issuance of corporate bonds.

IV. Effect of major capital expenditures on finance and operations in the past year

None.

V. Reasons for profit or loss due to re-investment strategies in the past year, improvement plans, and investment plans for the coming year:

(I) Re-investment policy in the past year:

The Company has actively expanded into overseas markets in recent years due to factors such as operating necessity and future development; as such, the Company has engaged in overseas re-investment business to provide local services such as product marketing and technical support. Future investment plans will consider factors such as the operating conditions of each re-investment business and the Company's strategies when performing assessments. The Company has established a "Guideline for Managing the Acquisition or Disposal of Assets", "Management and Supervision of Subsidiaries", and other guidelines for the implementation and execution of management systems that maximize the operating performance of re-investment businesses.

(II) Main factors for profit or loss, improvement plans, and investment plans for the coming year:

December 31, 2025 Unit: NT$ thousand

Item / Company	Shareholding ratio	Investment amount	Profit (loss) of invested company for the current period	Main factors for profit or loss	Improvement plan	Investment plan for the coming year
WINWAY INTERNATIONAL CO., LTD.	100%	204,599	101,286	Normal operating conditions	-	-
Winway Technology (SUZHOU) Ltd. (Note)	100%	204,599	101,286			
WINWAY MALAYSIA SDN. BHD.	100%	(Note)	-			
WINWAY TECHNOLOGY INTERNATIONAL INC.	100%	18,889	19,529			

(Note) The entity was incorporated in Malaysia in 2025. As of December 31, 2025, no capital contribution had yet been made to the entity.

VI. Risk analysis and evaluation

(I) The effects that interest rates, exchange rate fluctuations, and inflation have on earnings and losses of the Company as well as response measures

1. Interest rate fluctuations

The Company's interest expenditures in 2024 and 2025 were NT$14,526 thousand and NT$3,916 thousand respectively, accounting for 0.25% and 0.04%, respectively, of net operating income of the respective year; fluctuations in interest rate have no significant impact on the Company due to the relatively low proportion.

The Company maintains good financial structure and solvency through a foundation of sound and conservative financial management that offers an advantage when negotiating price with financial institutions. The company maintains close relationships with various banks to obtain better interest rates on loans as well as referencing both domestic and foreign reports released by economic institutes and banks to observe interest rate trends; unobstructed channels of communications are maintained with banks to maintain a grasp of current interest standards.

2. Exchange rate fluctuations:

The Company's foreign currency exchange gains (losses) in 2024 and 2025 were NT$48,010 thousand and NT$(65,820) thousand, respectively, accounting for 0.82% and (0.83%), respectively, of annual net operating income; fluctuations in exchange rate have no significant impact on the Company due to the relatively low proportion.

Trends of the international dollar and the Company's gains and losses due to foreign exchange are closely related due to products being quoted in US dollar and procurement of foreign raw materials also being calculated based on the US dollar. In order to prevent the potential impact of foreign currency fluctuations on profits, the Company has adopted specific measures such as the following to manage foreign exchange risks:

A. Maintain close and good interaction with banks, appoint financial officers to pay close attention to foreign exchange market fluctuations to appropriately adjust the company's foreign currency holdings and identify the best times to settle foreign exchange.

B. Pay close attention to exchange rate trends so that when issuing price quotations, the sales department must consider the impact of exchange rate fluctuations on sales price. When fluctuations occur, negotiate with clients so that they are appropriately reflected on product quotations to minimize the risks of currency exchange.

3. Inflation:

The Company will continuously strive to reduce various costs by paying close attention to the supply and demand of raw materials as well as their price fluctuations to make suitable inventory adjustments; develop low cost substitutes for materials; and make efforts to reduce operating costs to reduce their impact on profits and losses.

(II) Policies of engaging in high-risk, high-leverage investments, lending to others, providing endorsement and guarantee, and derivatives transactions, profit/loss analysis, and future response measures:

1. The Company has established a "Guideline for Managing the Acquisition or Disposal of Assets" and "Guideline for Managing Loans and Endorsement of Others", both approved by resolution in shareholders' meetings, to act as a basis for the Company when conducting relevant transactions.
2. As of this report's date of publication, there has been no participation in high risk, high leverage investments, endorsement and guarantees, or transactions of derivative products.

(III) Future R&D projects and estimated R&D expenditure:

1. Future R&D Plans:

Key product R&D	Plans and goals
Fine Pitch Probe Card	Development of high precision probe card mechanism design, precision aperture processing technology and high performance contact elements
Brownie Coaxial Socket	Improve the electrical properties of the Brownie Coaxial Socket, raise the testing frequency, and ensure signal probe impedance alignment.
Thermal Control Equipment	Enhance cooling capabilities and temperature control technologies to achieve precise temperature control across a wide range.
Customized Burn-in Socket	Provide customized high performance burn-in test socket solutions
Design, fabrication and material development of contact element	Establish comprehensive processes from material assessment, element design, to manufacturing to satisfy all types of test requirements.
Substrate and load board design & assembly	Respond to customer demand for advanced tests to provide test capabilities for substrate, load board designs, and in-plant assembly.
MEMS Probe Card	Provides probe card solutions for different test stages and corresponding pin types, as well as MEMS probe cards for developing advanced testing needs.

Probe Assembly Equipment	Integrates micron-level visual compensation with intelligent robotic systems to improve yield and capacity for both single- and dual-action probe assemblies. In addition, by implementing quality monitoring and data feedback systems, the Company establishes a low-cost, high-efficiency smart automated production line, thereby maximizing operational value.
MEMS Probe Card Automated Measurement System	Introduces automated electrical and physical characterization systems to accurately define key specifications such as FDR, CCC, and MAC, and leverages data-driven inspection to ensure product consistency, thereby strengthening high-end quality competitiveness.
Large-scale Package Brownie Coaxial Socket	Enhances ultra-large package warpage control, increases testing frequency, and maintains signal probe impedance matching from material development and design optimization to advancements in manufacturing technology.
Thermal Control Equipment	Enhances cooling capabilities and temperature control technologies to achieve precise temperature control across a wide range.
Electronic Vapor Chamber Heat Sink	Improves heat dissipation capabilities and VC and thermal management processes to meet temperature requirements for customer chip testing.
Intelligent temperature controller	Provides dynamic multi-point Tc/Tj intelligent solutions in response to customers' needs for temperature control in ultra-large packages. The self-diagnostic system provides customers with decision making for predictive maintenance.
Thermal Control User-Friendly Test Handler	Provides thermal management and plunger integrated solutions to meet the high pressure requirements of customers' ultra-large package testing.

Design, fabrication and material development of contact element	Establish comprehensive processes from material assessment, element design, to manufacturing to satisfy all types of test requirements. Utilizes organic and inorganic fillers or media to improve the electrical, temperature resistance, and mechanical properties of conductive adhesives.
Fine Pitch Thin Plate Design & Manufacturing	Develop high precision thin board designs and in-plant assembly capabilities in response to the high-end testing requirements of customers.

2. Estimated re-investment in R&D expenses:

The Company's investments in R&D are gradually allocated according to the new products and technologies planned to meet long-term market demand and have accounted for 6% of operating income in recent years. The Company intends to invest 6% of operating income in R&D in 2026. This is adjusted whenever necessary depending on operating circumstances in order to maintain the Company's competitive advantage by increasing the proportion of R&D expenses to operating income and strengthening the release of new products.

(IV) Major changes in government policies and laws at home and broad and the impact on finance and business of the company and response measures:

The Company's operations comply with domestic and international laws by paying close attention to development trends of key policy developments and regulatory changes. The executive officers are given immediate information to act as a reference in response to political and economic changes; as such, the Company's finances and business have not been impacted by changes to key policies or regulations in the latest year up until the publication date of this report.

(V) Impact of recent technological and market changes on finance and business of the company, and response measures

The Company continues to improve production technologies, strengthen management of production and manufacturing processes, increase productivity and product yield, develop niche products, and adjust product strategy at any time depending on the change in demand of end product markets to reduce the financial and business impact of changes in technologies and industries. The Company also pays close regular attention to industry conditions and emerging technologies in order to appropriately adjust operations to adapt to changes in technologies or industries, thereby effectively reducing their impact. The finances and business of this company has not been impacted by changes in technologies or industries in the latest year up until the publication date of this report.

(VI) Impact of change in corporate image on risk management and response measures:

The Company has upheld the principles of sustainable operations and abided by government laws and regulations since its' founding. All employees strive to meet profit targets by improving operations management and product quality as well as providing customers with the best services to fulfill the responsibility to all shareholders. Looking forward, the Company will continue in striving to increase product quality, maintain an excellent corporate image, and improve the Company's role in the semiconductor industry supply chain so that the Company's products and services may receive acclaim from even more customers. As such, the Company has not suffered any significant impact from matters relating to changes in corporate image or risk management in the latest year up until the publication date of this report.

(VII) Expected benefits and potential risks of mergers and acquisitions, and response measures:

The Company has no plans for mergers and acquisitions in the latest year up until the publication date of this report. If there are future plans for mergers and acquisitions, the Company will conduct due diligence and consider synergistic effects to ensure the rights and interests of existing shareholders.

(VIII) Expected benefits and potential risks of capacity expansion, and response measures:

The utilization rate of the Company’s existing plants is already high, and production capacity is nearing full load. In order to capitalize on market growth trends, the Company plans to expand its facilities and acquire additional machinery and equipment to enhance its medium- and long-term competitiveness.

All plant expansion plans have undergone comprehensive and prudent evaluation, with full consideration given to investment returns and potential risks. The Company will also continuously monitor industry developments in order to mitigate operational risks

(IX) Risks associated with over-concentration in purchases or sales, and response measures:

1. Sales:

In addition to maintaining strong and stable relationships with existing customers, the Company continues to develop new products and seek new customers. In 2025, sales to Company A accounted for 32.15% of the Company’s net sales, indicating a customer concentration risk with a single customer exceeding 30% of total sales.Company A is a publicly listed company in the U.S. and a globally recognized leader in IC design. The Company has established a long-term cooperative relationship with Company A. Based on past transaction history, Company A has maintained a stable payment record with no instances of overdue payments. The Company will continue to expand its customer base to mitigate the risk of customer concentration.

2. Purchases:

The Company’s primary procured raw materials include probes and MEMS probe cards required for manufacturing test interface products. Supplier selection is based on delivery lead time, quality, and pricing to meet customer requirements. In 2025, the Company entered into a memorandum of understanding with Company A and signed a tripartite long-term supply agreement with Company B for a minimum term of 5 years to procure MEMS probe card-related products.

The Company's purchase amount from Company A in 2024 and 2025 accounted for 30.70% and 27.18% of net purchases; as such, there is an over-concentration of risk in purchases as the purchase ratio of a single supplier has exceeded 30%. Company A is the Taiwan branch of a publicly traded company in Japan that specializes in IC semiconductor test sockets, test probes, automotive wireless communications, reed connectors for smartphones, and the manufacture and sale of electronic parts and components. A long-term partnership has been established with the Company and it is apparent from our transaction history that Company A has provided a stable supply of materials without interruptions or shortages. In order to prevent incidents of force majeure resulting in the interruption or shortage of raw materials, the Company continues to search for alternative suppliers outside of Company A to maintain two or more sources of supply. Additionally, the continuous increase of the self-sufficiency ratio further reduces the over-concentration risks of supply.

(X) The effects and risks of large-scale share transfers or conversions by directors, supervisors, or major shareholders holding more than 10% of the company's shares, and response measures:

The shares held by directors, supervisors, or major shareholders holding more than 10% of the Company's shares have not changed significantly and there have been no instances of large-scale transfers or conversions in the last year up until the publication date of this report.

(XI) The impact and risk of a change in ownership on the company, and response measures:

There have been no changes in ownership at the Company in the last year up until the publication date of this report.

(XII) Litigation or non-litigation events:

1. Incidents involving litigation, non-litigation, or administrative disputes that are ongoing or have been determined as of the publication date of this report must disclose the facts, amount, starting date of litigation, the main parties involved, and current handling of circumstances if the results may have a significant impact on shareholders' rights or stock price：

MPI Corporation ("MPI") first filed a criminal lawsuit based on the Trade Secrets Act against the Company, the Company's legal representative Chairman Mark Wang, and several employees of the Company in November 2017. After the prosecutor determined that Chairman Mark Wang and 3 employees will not be indicted in May 2020, 4 employees and the Company were indicted ("First Criminal Case"). Subsequently, a civil lawsuit ("First Civil Case") for compensation of damages based on the Trade Secrets Act was taken against the Company and the above personnel on September 19, 2019. MPI increased the requested compensation to NT$158.91 million in December 2020. In the First Criminal Case, the Hsinchu District Court of Taiwan rendered a not guilty verdict in favor of the Company on January 23, 2025. MPI has appealed the ruling, and the case is currently under review by the Intellectual Property and Commercial Court. Regarding the First Civil Case, as of March 31, 2026, it remains under review by the court of labor law at Hsinchu District Court and is still in the stage of confirming the scope of assessment matters. The final outcome of the case remains uncertain at this time.

Resorting to other facts, MPI lodged a second criminal lawsuit ("Second Criminal Case"), which was met with a decision of no indictment by the Taiwan Hsinchu District Prosecutors Office. After MPI requested reconsideration, the case was reopened by the Taiwan High Prosecutors Office on September 15, 2023 for further investigation. On August 9, 2024, the Company was notified that MPI had filed a civil lawsuit ("Second Civil Case") with the Intellectual Property Court against the Company, the Company's responsible persons, fifteen employees, Chairman Mark Wang, and four former employees (who were never employed by MPI). MPI is seeking joint compensation of NT$200 million. The case is currently under review by the Intellectual Property and Commercial Court. As of March 31, 2026, the case remains in the preparatory procedure stage, and the final outcome remains uncertain at this time.

On April 21, 2025, the Company was notified that MPI Corporation ("MPI") had filed a civil lawsuit ("Third Civil Case") with the Intellectual Property and Commercial Court against the Company and the Company's responsible persons, alleging patent infringement related to specific models of vertical probe cards. MPI is seeking joint compensation of NT$38,250 thousand and requesting the full recall and destruction of the infringing products. The case is currently under review by the Intellectual Property and Commercial Court and remains in the preparatory procedure stage. The final outcome remains uncertain at this time.

The company's main products are mostly highly customized products and have consistently respected intellectual property rights as well as the research and development of technology. There are no circumstances involving the illegal obtaining or use of trade secrets as described by MPI.

2. The company's directors, supervisors, president, substantial person in charge, major shareholders and their affiliates holding more than 10% of the company, who are involved in litigation, non-litigation, or administrative disputes that are ongoing or have been determined as of the publication date of this report must be disclosed if the results may have a significant impact on shareholders' rights or stock price: Refer to 1. for an explanation of litigation events.

(XIII) Other significant risks and countermeasures

None.

VII. Other important matters: None.

F. Special disclosures

I. Information on affiliates and subsidiaries

Please refer to the Market Observation Post System https://mops.twse.com.tw/mops/#/web/home Individual company/Electronic document download/Affiliated enterprise three statement section.

II. Private placement of securities in the most recent year and as of the printing date of the annual report

None.

III. Other supplemental information

None.

G. Matters that significantly impact shareholders' rights or stock prices

Corporate events with material impact on shareholders' equity or stock prices set forth in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act in the past year and up to the date of this annual report: Refer to the details of litigation on page 154.