Company Code: **8358**
Website:**http://mops.twse.com.tw**
http://www.co-tech.com

CO-TECH DEVELOPMENT CORPORATION

2025

Annual Report

Printed on February 28, 2026

I. Spokesperson and Deputy Spokesperson of Co-Tech Development Corporation

	Spokesperson	Deputy Spokesperson
Name	Lee Shih-Shen	Yeh Hsueh-Chen
Position	Chairman President	Head of Finance; Corporate Governance Officer
Phone	(02)6615-8899	(02)6615-8899
E-mail	jane@co-tech.com	jane@co-tech.com

II. Address and telephone number of the headquarter and branch

Address of headquarters: 18F., No. 392, Ruiguang Rd., Neihu District, Taipei City

Phone: (02)6615-8899

Address of plant: No. 56, Kegong 8th Rd., Douliu City, Yunlin County

Phone: (05)551-5480

III. Share transfer handling agency

Name: Transfer Agency Department, CTBC

Address: 5F, No. 83, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City

Phone: (02)6636-5566

Website: https://ecorp.ctbcbank.com/cts/index.jsp

IV. The certified public accountant who duly audited the annual financial report for the most recent fiscal year,

Name of CPA: Wang Chun-Yu and Chiu Meng-Chieh

Name of accounting firm: Deloitte & Touche

Address: 20F., No. 100, Songren Rd., Xinyi District, Taipei City

Phone: (02)2725-9988

Website: http://www.deloitte.com.tw

V. Name of any exchanges where the Company's securities are traded offshore, and the method by which to access information on said offshore securities: None.

VI. Website of the Company: http://www.co-tech.com

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One. Letter to Shareholders

Ladies and gentlemen,

<u>2025 Business Report</u>

At Co-Tech, we continue to achieve a favorable position in the high-frequency and high-speed markets in addition to improving our capabilities in new product design, development, and customer portfolio optimization on an ongoing basis. Furthermore, we have maintained our profit growth trend by controlling our stability and accurately mastering delivery dates to establish a good corporate product image and reputation while constantly refining our production processes and enhancing our capability to optimize product portfolios, thereby maintaining a growth trend in profitability.

In 2025, we achieved an increase in profitability by adjusting and optimizing our customer and product structures and cost controls, as evidenced by the fact that for 2025, we recorded a cumulative consolidated revenue of NT$7,879,941 thousand, a consolidated operating gross profit margin of 22%, a net profit after tax of NT$1,062,536 thousand, and an EPS of NT$4.21.

<u>Business Plan for 2026</u>

As we usher in the high-frequency, high-speed era, related applications and technologies have given rise to new demand for data computing and storage requirements. Following a shift in the use of data from emphasizing scale to prioritizing low latency and high immediacy, along with the rise of edge computing and the high cost of high-frequency, high-speed spectrum, edge computing among telecom operators has replaced traditional network equipment and has become the entry point of the server supply chain. The growth of new cloud services, which will require a large amount of data processing, arising from advancements in AI computing centers, 5G network applications, and IoT edge computing technologies, coupled with the rise of emerging devices such as AR/VR, AI robots, autonomous vehicles, and smart home devices are anticipated to drive growth in demand across related industries, ranging from base station antenna design, networking equipment, data centers, and servers, to end-user 5G and AI applications. With the transmission of high-frequency or high-speed signals being more concentrated on the surface of the wire due to the current skin effect, Co-Tech has developed our own advanced reversal treated foil and hyper-very-low-profile (HVLP) foil, which are not only cost-effective, but also reduce dielectric loss to minimize signal transmission loss due to an improved performance of copper foil, which in turn is attributable to the difficulty in the design of copper bumps on copper foil and the choice of formula. This complements the capabilities of copper foil substrate manufacturers, enabling customers to achieve high-speed performance and realize large-scale data transmission with high reliability and low latency.

These efforts are in response to the increasing demand for high-frequency, high-speed applications such as 5G and AI data centers, future growth is expected and as a result of high frequency and high speed, the selection of low dielectric and low transmission loss dielectric materials is extremely demanding. With the technology owned by the Company, we at Co-Tech have successively and continuously developed high-frequency and high-speed transmission copper foil products with low signal transmission loss, ultra-low roughness and high tear resistance. In the future, 5G, AI technology should be able to meet the demands of large-scale data transmission with high reliability and low latency, thus ensuring the stability and integrity of information, expanding the application field and occupying a place in the expansion of the copper foil industry when the future 5G business opportunities break out. In response to increasing demand for flexible boards in thin and light electronic products, we have completed development of copper foil for flexible copper clad laminates (FCCL) and the application of automotive electronic charging devices. The charging and discharging function needs to be equipped with thick copper foil that can transmit large currents and the development of thick copper foil for high-power charging and discharging has been completed.

Outlook for the Future

Looking to the future, with the overall business environment still being affected by factors such as the escalation of the US-China technology war, global tariff conflicts, and the high inflation pressure, the overall economic environment remains turbulent and full of uncertainties. However, there have been uninterrupted Investments and constant innovation in various infrastructure development and constructions such as network, cloud, and telecom. In addition to the increasingly stringent quality requirements, demand for faster and lower-loss high-end materials is increasing. In this era of great changes and challenges, Co-Tech's mid-term and long-term core competitive advantages are centered upon our aspiration to become "a Copper Foil Manufacturer and Service Provider for Optimized Applications." Besides, in terms of diversified high-frequency and high-speed materials, with the required characteristics of copper foil and materials, we develop next-generation electronic products using high-frequency, high-speed materials with specialized copper foil and materials, thus demonstrating our commitment to optimizing our customer portfolio and differentiating our product portfolio. At the same time, we are expanding our new factory in Yunlin Technology Industrial Park, with the aim of offering a diverse range of 5G- and AI-related products. We focus on products featuring "differentiation," "customization," and "speed," creating competitiveness for our development strategy while continuously deepening partnerships with Tier 1 clients and proactively acquiring potential clients.

Going forward, we expect the benefits of Co-Tech's transformation to continue thriving, thereby laying a solid foundation for the sustainability and development of the Company while fostering the next wave of growth momentum. Finally, we would like to express our utmost gratitude to our shareholders for their unwavering support over that past year. In return, the Board of Directors has approved by resolution to distribute a cash dividend of NT$2 per share to our shareholders. We would also extend thanks to all our colleagues at Co-Tech for their sustained effort and perseverance, relentless fighting power and execution power, and tireless commitment to continuous improvement. We call upon our management team to uphold the spirit of innovation and forge forward, thus generating enhanced profits to reward our shareholders and employees.

We wish all of you good health and all the best.

Chairman: Lee Shih-Shen

Two.Corporate Governance Report

I. Information on directors and managers

(I) Information on directors

1. Information on directors

February 28, 2026

Position	Nationality	Name	Gender age	Date of appointment (office)	Tenure (year)	Date of initial appointment	Shares held when elected		Shares currently held		Shares held by spouse and minor children		Shares held in the name of others		Important experience (education)	Positions concurrently held in the Company and other companies	Other managerial officers, directors or supervisors who are a spouse or relative within the second degree of kinship to the individual			Remarks
							Quantity	%	Quantity	%	Quantity	%	Quantity	%			Position	Name	Relationship	
Chairman and President	R.O.C	Lee Shih-Shen	Male 61－70	2025.6.23	Three	2016.6.7	1,350,824	0.53%	1,300,824	0.52%	0	0.00%	0	0.00%	Education background: Bachelor of Business Administration, National Cheng Chi University Professional experience: President, Shanghai Li-Yao Energy Technology Ltd. President, Network Power Business, Delta Greentech (China) Co., Ltd Vice President of Networking & Access Business Unit, LITE-ON Technology Corp Vice President of Sales and Marketing, Delta Networks, Inc. (a subsidiary of Delta Electronics, Inc.)	Chairman and President, Co-Tech Development Corp.	None	None	None	Note 6
Director	R.O.C	Raymond Soong	Male 81–90	2025.6.23	Three	2014.11.11	13,812,998	5.47%	13,812,998	5.47%	0	0.00%	0	0.00%	Education background: Bachelor of Electronics Engineering, National Taipei University of Technology (previously Taipei Junior College of Engineering) Professional experience: Founder, LITE-ON Technology Chairman, LITE-ON Group Founder, LITE-ON Taiwan Foundation Member of the Board of Councilors, Engineering College, USC Honors: ITRI Laureate First honorary Ph.D. in Management, National Taipei University of Technology Honorary Ph.D. in Management, National Chiao-Tung University	Note 7	Director	Soong Ming-Feng	Father and son	None
Director	R.O.C	Hua Eng Wire & Cable Co., Ltd. Representative: Liu Hsiu-Mei	Female 61－70	2025.6.23	Three	2001.6.8 Re-assigned on 2022.2.1	7,812,375 0	3.09% 0.00%	5,862,375 0	2.32% 0.00%	0	0.00%	0	0.00%	Education background: M.A. in Accounting, Long Island University, New York, USA Professional experience: Director, Hua Eng Wire & Cable Co., Ltd. Director, First Copper Technology Co., Ltd.	Note 8	None	None	None	None
Director	R.O.C	Tsai Hsung-Hsiung	Male 81－90	2025.6.23	Three	2016.6.7	619,749	0.25%	619,749	0.25%	0	0.00%	0	0.00%	Education background: Ph.D. in Urban Planning, School of Architecture and Planning, Princeton University Master in Urban Planning, Massachusetts Institute of Technology Bachelor, Department of Law, National Taiwan University Professional experience: CEO/Vice Chairman, National Policy Foundation Chairman, Council for Economic Planning and Development, Executive Yuan Minister, Environmental Protection Administration, Executive Yuan Independent Director, Taiwan On-Bright Electronics Corp.	Independent Director, Kwong Lung Enterprise Co., Ltd.	None	None	None	None
Director	R.O.C	Yu Ming-Chang	Male 71－80	2025.6.23	Three	2008.4.25	600,000	0.24%	600,000	0.24%	1,000	0.00%	0	0.00%	Education background: Bachelor of Electronics Engineering, National Taipei University of Technology Professional experience: Director and President, Mao-Chia Co., Ltd. Chairman, ThinFlex Corporation Independent Director, Lumax International Corporation	Chairman and President, Ade Corporation	None	None	None	None

Position	Nationality	Name	Gender age	Date of appointment (office)	Tenure (year)	Date of initial appointment	Shares held when elected		Shares currently held		Shares held by spouse and minor children		Shares held in the name of others		Important experience (education)	Positions concurrently held in the Company and other companies	Other managerial officers, directors or supervisors who are a spouse or relative within the second degree of kinship to the individual			Remarks
							Quantity	%	Quantity	%	Quantity	%	Quantity	%			Position	Name	Relationship	
Director	R.O.C	Soong Ming-Feng	Male 51～60	2025.6.23	Three	2019.6.13	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Education background: Bachelor of Electrical Engineering, University of Southern California EMBA Program in International Business Management (Incomplete), National Taiwan University (NTU-Fudan EMBA Program) Professional experience: Special Assistant to the Chairman and Vice Chairman, LITE-ON Technology Corp. CEO, Smart Life and Applications Business Group, LITE-ON Technology Corp. President, LITE-ON Technology (Shanghai) CEO, New Mechanical Core Competency Business Group, LITE-ON Technology Corp. General Manager, Mechanical Core Competency Business Group, LITE-ON Technology Corp. General Manager, Networking & Communication Business Unit, LITE-ON Technology Corp. President, Zhong-Bao Transportation Limited	Note 9	Director	Raymond Soong	Father and son	None
Independent Director	R.O.C	Liang Yann-Ping	Female 61～70	2025.6.23	Three	2025.6.23	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Education background: Master of Science in Finance, The George Washington University, USA Professional experience: Independent Director, Member of the Compensation Committee, and Member of the Audit Committee, President Securities Corp. Assistant Professor-level Professional Technical Personnel, Department of Finance, Shih Hsin University Director, Office of Public Affairs, Shih Hsin University Chairperson, Department of Finance and Financial Management, MingDao University Adjunct Lecturer, Shih Hsin University Vice President, Asset Management Group, Hua Nan Securities Investment Trust Co., Ltd., Hua Nan Financial Holdings Co., Ltd. Vice President, Discretionary Investment Management Department, Hua Nan Securities Investment Trust Co., Ltd. Vice President, Asset Management Department, Futing SITE Vice President, Asset Management Department, Polaris Securities Investment Trust Co., Ltd. Research Analyst, Dah Sun Securities Co., Ltd.	Associate Professor-level Professional Technical Personnel, Department of Finance, Shih Hsin University	None	None	None	None
Independent Director	R.O.C	Wang Lii-Gang	Male 71～80	2025.6.23	Three	2025.6.23	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Education background: Master of Science in Chemical Engineering, University of Nebraska-Lincoln, USA Bachelor of Science in Chemical Engineering, Chung Yuan Christian University, Taiwan Professional experience: Senior Vice President of Marketing Center, Elite Material Co., Ltd. Senior Vice President of Taiwan Plant, Elite Material Co., Ltd. President of Marketing Zhongshan Plant, Elite Material Co., Ltd. Vice President, CCL and Masslam Business Units, Advance Materials Corporation Vice President, CCL Development Headquarters, Achem Opto-Electronic Corporation Vice President, Electronic Materials Business Unit, Achem Opto-Electronic Corporation Manager, Electronic Materials Business Unit, Achem Opto-Electronic Corporation Senior Engineer, Electronic Materials Business Unit, Achem Opto-Electronic Corporation Senior Research Engineer, Plastics Business Unit, Achem Opto-Electronic Corporation	None	None	None	None	None

Position	Nationality	Name	Gender age	Date of appointment (office)	Tenure (year)	Date of initial appointment	Shares held when elected		Shares currently held		Shares held by spouse and minor children		Shares held in the name of others		Important experience (education)	Positions concurrently held in the Company and other companies	Other managerial officers, directors or supervisors who are a spouse or relative within the second degree of kinship to the individual			Remarks
							Quantity	%	Quantity	%	Quantity	%	Quantity	%			Position	Name	Relationship	
Independent Director	R.O.C	Ho Chien-Lung	Male 61 – 70	2025.6.23	Three	2025.6.23	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Education background: Master of Science in Microelectronic Engineering, University of Portland, USA Bachelor of Science in Electrical Engineering, University of Utah, USA Professional experience: Vice President, Head of Thailand Plant Construction Team, and General Manager of Thailand Plant, Taiwan Union Technology Corporation Group General Manager of Jiangxi Plant, and General Manager of South China Region (Dongguan Humen Plant, Guangzhou Plant, and Dongguan Huangjiang Plant), ITEQ Corporation General Manager of Zhongshan Plant, Taiwan Union Technology Corporation Managing Director of CMKgbm (Dongguan), Managing Director of Suzhou Kunshan Yuanmao Electronics Technology Co., Ltd., and General Manager of MagNC Tech (Chongqing) Plant Construction Team, SYSTEX Corporation Vice President of System Product Operations (Huizhou Plant), Compeq Manufacturing Co., Ltd. General Manager of High-End Product Operations (Guangzhou Plant), Vero Veria Corporation Vice President of Greater China Marketing and Sales, Hong Kong Head Office, President of Nanjing Plant, and President of the Kunshan Zhangpu Town Plant Construction Team, Elec & Eltek Group Co., Ltd. General Manager of Kaiping Plant, Elec & Eltek Group Co., Ltd. Vice President of Quality Assurance, Hong Kong Head Office, Elec & Eltek Group Co., Ltd. Assistant Vice President of Quality Assurance; Senior Manager, Management System Department & Office of the President; Senior Manager, Manufacturing Department; Manager, Quality Assurance Department; Manager, Engineering Department; Section Manager, Quality Assurance Section; Section Manager, Quality Inspection Section; Section Manager, Equipment Maintenance Section; and Equipment Electronic Control Failure Analysis Engineer (Salt Lake City Plant, USA), Compeq Manufacturing Co., Ltd.	None	None	None	None	None
Independent Director	R.O.C	Tseng Huan-Hsiung	Male 61 – 70	2025.6.23	Three	2025.6.23	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Education background: Executive Master of Business Administration, National Yang Ming Chiao Tung University Professional experience: CEO, LITE-ON IT Corporation CEO, Optoelectronics Business Group, LITE-ON Technology Corp.	Chairman and CEO, Solid State Storage Technology Corp.	None	None	None	None

Note 1: In case of institutional shareholders, the name and representative of an institutional shareholder shall be listed separately (for the representative of an institutional shareholder the name of the institutional shareholder shall be indicated). Please complete Table 1 below.

Note 2: Please provide the chronological age by indicating the applicable age bracket (e.g., 41－50 years old or 51－60 years old).

Note 3: Please provide the date when the individual first assumed the position of Director or Supervisor of the Company. Any interruption in the term of office shall be disclosed and explained in a separate note.

Note 4: Please provide work experience relevant to the current position. If the individual was employed by the Company's external auditing firm or an affiliated enterprise during the aforementioned period, their job title and primary responsibilities must be specified.

Note 5: Where the Chairman of the Board of Directors and the President or person of an equivalent position (the highest level manager) of the Company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., adding seats of independent directors, ensuring that the majority of directors do not concurrently serve as employees or managerial officers, etc.):

Note 6: Mr. Lee Shih-Shen, the Chairman of the Company, concurrently serves as the President to enhance operational efficiency and decision-making execution. The Company has established four seats for independent directors, which complies with the provisions of the Taipei Exchange Directions for Compliance Requirements on the Establishment of Board of Directors and the Exercise of Powers by TPEx Listed Companies.

Note 7: Positions concurrently held by Director Raymond Soong:
Director: LITE-ON Technology
LITE-ON Taiwan Foundation

Note 8: Concurrent positions held by Director Liu Hsiu-Mei:
Director, China Ecotek Corporation, Wafer Works Corporation and Bionime Corporation.
Supervisor, Hua Ho Engineering Co., Ltd.
Vice President of Management Department, Hua Eng Wire & Cable Co., Ltd.

Note 9: Positions concurrently held by Director Soong Ming-Feng:
Chairman and concurrently Chief Sustainability Officer, Corporate Sustainability Department: LITE-ON Technology Corp.
Director: LITE-ON Singapore Pte. Ltd., LITE-ON China Holding Co. Ltd., LITE-ON International Holding Co., Ltd., LITE-ON Electronics Co., Ltd. (HK)

Table 1: Major shareholders of institutional shareholders

February 28, 2026

Name of institutional shareholder (Note 1)	Major shareholders of institutional shareholder (Note 2)
Hua Eng Wire & Cable Co., Ltd.	First Copper Technology Co., Ltd. (32.96%), Hua-Hung Investment Co. (7.39%), Wang-Yang Bi-Er (5.24%), Wang Feng-Shu (2.55%), Wang Wen-Ling (2.20%), Wang Hung-Ren (2.12%), Wang Hung-Ming (1.46%), Chen Kun-Jung (0.80%), Mei Da Woods Industry Co., Ltd. (0.62%), and Wang Chun-Hsiung (0.48%)

Note 1: If the director or supervisor is a representative of an institutional shareholder, the name of said institutional shareholder shall be indicated.

Note 2: Provide the names of the major shareholders of the institutional shareholder (among the top 10 shareholders) and their respective shareholding percentages. If a major shareholder is a corporation, the relevant information shall be further disclosed in Table 2 below.

Note 3: If the institutional shareholder is not a corporation, the aforesaid name and shareholding of the shareholder to be disclosed, shall refer to the name of the contributor or donor (please refer to announcements on the Judicial Yuan website for more information) and their respective contribution or donation percentage. If the contributor or donor has passed away, please add "Deceased" to the name of the contributor or donor

Table 2 Major shareholders of institutional shareholders that are corporations

February 28, 2026

Name of institutional shareholder (Note 1)	Major shareholders of institutional shareholder (Note 2)
First Copper Technology Co., Ltd.	Hua Eng Wire & Cable Co., Ltd. (39.44%), Wang Yang Bi-Er (10.49%), Wang Wen-Ling (1.82%), Wang Feng-Chuan (0.67%), International Ship Dismantle Enterprises Co., Ltd. (0.50%), Wang Feng-Shu (0.43%), Wang Feng-Chin (0.23%), Wang Wei-Chun (0.20%), Wang Tzu-Chia (0.20%), and Wang Hung-Ren (0.19%)
Hua-Hung Investment Co.	Gong-Sheng Industrial (Hong Kong) Co., Ltd. (79.79%), Wang Wen-Ling (3.19%), Wang Feng-Chuan (3.19%), Wang Feng-Shu (3.19%), Wang Hung-Ren (3.19%), Wang Hung-Ming (2.87%), Wang Yu-Ting (2.13%), Wang Feng-Chin (0.85%), and Wang-Yang Bi-Er (1.60%)
Mei Da Woods Industry Co., Ltd.	Wang Yang Bi-Er (41.05%), Wang Wen-Ling (16.32%), Wang Feng-Chuan (15.79%), Wang Feng-Shu (15.79%), Wang Hung-Ren (5.26%), Wang Hung-Ming (5.26%), and Wang Yu-Ting (0.53%)

Note 1: If the major shareholder is a corporation, the name of the corporation shall be indicated.

Note 2: Provide the names of the major shareholders of said corporation (among the top 10 shareholders) and their respective shareholding percentages.

Note 3: If the institutional shareholder is not a corporation, the aforesaid name and shareholding of the shareholder to be disclosed, shall refer to the name of the contributor or donor (please refer to announcements on the Judicial Yuan website for more information) and their respective contribution or donation percentage. If the contributor or donor has passed away, please add "Deceased" to the name of the contributor or donor.

2. Disclosure of information on the professional qualifications of directors and independence of independent directors

February 28, 2026

Criteria / Name	Professional qualifications and experience (Note 1)	Status of independence (Note 2)	Number of public companies in which the individual serves as an independent director
Chairman Lee Shih-Shen	Having served as the Company's President for over five years, the Chairman possesses the expertise in marketing and industrial technology required for the Company's operations. Furthermore, the Chairman is capable of providing timely guidance on corporate governance and operational management policies to the Board of Directors. The Chairman does not fall under any of the circumstances outlined in Article 30 of the Company Act.	(1) The Director is not an independent director (2) The Director does not fall under any of the circumstances outlined in Article 30 of the Company Act.	None
Directors Raymond Soong	With over five years of practical experience, strategic management, leadership, marketing, and industrial technology capabilities relevant to the Company's business, the Director engages in strategic communication and interaction regarding management with all members of the Board of Directors, as well as provides professional management opinions. The Director does not fall under any of the circumstances outlined in Article 30 of the Company Act.		None
Hua Eng Wire & Cable Co., Ltd. Representative: Liu Hsiu-Mei	Having been engaged in finance and accounting work for over five years, the Director possesses expertise in corporate governance, risk analysis, and insights into technological applications required for the Company's business, as well as engages in strategic communication and provides management opinions within the Board of Directors. The Director does not fall under any of the circumstances outlined in Article 30 of the Company Act.		None
Director Yu Ming-Chang	Possessing over five years of marketing and industrial expertise required for the Company's business, the Director provides timely advice and policies on corporate governance and operational management to the Board of Directors, as well as oversees the management team in formulating and executing operational strategies. The Director does not fall under any of the circumstances outlined in Article 30 of the Company Act.		None
Director Tsai Hsung-Hsiung	Possessing over five years of expertise in finance, technology industry management, and corporate governance required for the Company's business, the Director provides timely advice and policies on corporate governance and operational management to the Board of Directors, as well as requires the management team to formulate and execute operational strategies. The Director does not fall under any of the circumstances outlined in Article 30 of the Company Act.		1
Director Soong Ming-Feng	Possessing over five years of marketing and industrial expertise required for the Company's business, the Director provides timely advice and policies on corporate governance and operational management to the Board of Directors, as well as oversees and requires the management team to formulate and execute operational strategies accordingly. The Director does not fall under any of the circumstances outlined in Article 30 of the Company Act.		None

<table>
<tr><th>Criteria
Name</th><th>Professional qualifications and experience
(Note 1)</th><th>Status of independence
(Note 2)</th><th>Number of public companies in which the individual serves as an independent director</th></tr>
<tr><td>Independent Director
Liang Yann-Ping</td><td>Possessing over five years of analytical and management expertise in corporate governance, financial accounting, and business, the Independent Director will enhance the corporate governance quality of the Board of Directors and the supervisory functions of the Audit Committee.</td><td rowspan="3">(1) The Independent Director is not an employee of the Company or any of its affiliates.
(2) The Independent Director is not a director or supervisor of any of the Company's affiliates.
(3) The Independent Director is not a natural person shareholder that holds by himself/herself or by his/her spouse or minor child or in someone else's name more than 1% of all circulating shares of the Company or ranks among the top 10 shareholders.
(4) The Independent Director is not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under (1) or any of the persons in (2) and (3).
(5) The Independent Director is not a director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the Company's total outstanding shares, ranks among the top five shareholders, or has appointed a representative to serve as</td><td>None</td></tr>
<tr><td>Independent Director
Wang Lii-Gang</td><td>With over five years of expertise in finance, technology industry management, and corporate governance required for the Company's business, the Independent Director provides insights into industrial analysis integration, risk management, legal strategy/compliance, and management decisions, where such contributions aim to enhance the corporate governance quality of the Board of Directors and the supervisory functions of the Audit Committee.</td><td>None</td></tr>
<tr><td>Independent Director
Ho Chien-Lung</td><td>Possessing over five years of practical experience required for the Company's operations, the Independent Director provides timely advice and policies regarding corporate governance, operational management, and strategic decision-making, where such contributions aim to enhance the corporate governance quality of the Board of Directors and the supervisory functions of the Audit Committee.</td><td>None</td></tr>
</table>

Criteria / Name	Professional qualifications and experience (Note 1)	Status of independence (Note 2)	Number of public companies in which the individual serves as an independent director
Independent Director Tseng Huan-Hsiung	Possessing over five years of practical experience required for the Company's operations, the Independent Director provides timely advice and policies regarding corporate governance, operational management, and strategic decision-making, where such contributions aim to enhance the corporate governance quality of the Board of Directors and the supervisory functions of the Audit Committee.	a director or supervisor of the Company in accordance with Article 27, Paragraph 1 or 2 of the Company Act. (6) The Independent Director is not a director, supervisor, or employee of another company where more than half of the board seats or more than half of the shares with voting rights are controlled by the same person as those of the Company. (7) The Independent Director is not a director (trustee), supervisor, or employee of another company or institution where the Chairman, President, or person holding an equivalent position is the same person as, or a spouse of, the Chairman, President, or person holding an equivalent position of the Company. (8) The Independent Director is not a director (trustee), 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. (9) The Independent Director is not a professional, or an owner, partner, director (trustee), supervisor, manager, or spouse of any of the aforementioned positions, of a sole proprietorship, partnership, company, or institution that provides audit services or has received compensation for commercial, legal, financial, or accounting services from the Company or its affiliates in the most recent two years. (10) The Independent Director is not elected as a representative of a government agency or a juristic person under Article 27 of the Company Act. (11) The Independent Director does not fall under any circumstances as stipulated in Article 30 of the Company Act.	None

Note 1: Professional qualifications and experience: The professional qualifications and experience of each director and supervisor shall be described. When the individual is a member of the Audit Committee and have accounting or financial expertise, such accounting or financial background and related work experience shall be specified. Also, whether any of the circumstances under Article 30 of the Company Act applies to the individual shall be specified as well.

Note 2: The status of independence of each independent director shall be specified, including but not limited to whether the individual or the individual's spouse or relative within the second degree of kinship is a director, supervisor or employee of the Company or its affiliates; the number of company shares held by the individual and the individual's spouse and relatives within the second degree of kinship (or held by nominee shareholders) and the percentage thereof; whether the person is a director, supervisor or employee of any of the Company's affiliates (in reference to Article 3, Paragraph 1, Subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of fees for providing the Company or affiliates with commercial, legal, financial, accounting or related services in the most recent two years.

Note 3: For the method of disclosure, please refer to the sample template for the best practice provided on the website of the Corporate Governance Center of the Taiwan Stock Exchange

3. Diversity and independence of the Board of Directors

(1) Board diversity policy

A In accordance with the Corporate Governance Best Practice Principles established by the Company to strengthen the functions of the Board of Directors, the composition of the Board of Directors shall take into account diversity, and an appropriate diversity policy shall be formulated with respect to the Company's own operations, business model and development needs, which include but are not limited to the following two major criteria:

a Basic conditions and values: Gender, age, nationality and culture, etc.

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

B Board members should generally possess the knowledge, skills and qualities necessary to perform their duties. To achieve the desired objectives of corporate governance, the Board of Directors, as a whole, should have the following competencies.

a The ability to make judgments about operations.

b Accounting and financial analysis ability.

c Business management ability.

d Crisis management ability.

e Knowledge of the industry.

f An international market perspective.

g Leadership ability.

h Decision-making ability.

(2) Specific management objectives for board diversity

The Company's Board of Directors shall guide corporate strategy, oversee the management team, and remain accountable to the Company and shareholders. All operations and arrangements within the Company's corporate governance system shall ensure that the Board of Directors exercises its powers in accordance with applicable laws, the Articles of Incorporation, and resolutions of shareholders' meetings. The specific management objectives are detailed as follows:

A The Company's Board of Directors shall place emphasis on gender equality and shall include at least one female director.

B The Company's Board of Directors shall place emphasis on operational judgment, management and crisis management capabilities, and at least two-thirds of the members of the Board of Directors shall have the ability to perform relevant core undertakings.

C To ensure effective oversight, the number of Board members who also serve as employees of the Company, its parent, subsidiaries, or affiliates shall be no more than one-third of the total board seats.

(3) Achievement of board diversity:

The Company's board members are equipped with the knowledge, skills, and education necessary for the execution of business, as well as decision-making and management capabilities. The Company shall also continue to arrange diversified education programs for board members to enhance the quality of their decision-making and supervisory responsibilities, thereby strengthening the functions of the Board of Directors.

There are a total of 10 board members in the 10th term of Board of Directors, including four independent directors aimed at ensuring the independence of the Board of Directors. One board member concurrently serves as an employee of the Company, making up 10% of the Board of Directors.

Out of the 10 current Board members, two are female directors, accounting for 20% of the Board of Directors. Although the representation of different genders has yet to reach the target of one-third or more of the Board of Directors, the Company currently meets the requirement of having at least one director of a different gender. The Company values gender equality in the composition of the Board of Directors, and aims to increase the proportion of female directors to at least one-third of the total number of directors (i.e., 30%). In the future, female directors will be added through the election of each term of Board of Directors.

Members of the Board of Directors are highly qualified in business management, each with relevant professional backgrounds and possessing the necessary professional knowledge, skills and qualities to carry out their duties. At least one third of the members in each of the 8 core capabilities have relevant business execution capabilities, and over 80% of the members possess core competencies in each of the 3 core areas, including operational judgment, management and crisis management.
The state of board diversity is detailed as follows:

Names of director	Nationality	Gender	An employee of the Compan	Age of director			Years of service as an independent director			Core competency							
				Under 60 years old	60 years old to under 70 years old	70 years old and above	Less than 3 years	3 years to 9 years	More than 9 years	Operational judgment capability	Accounting and financial analysis ability	Business management capability	Crisis management capability	Industry Knowledge Capability	International Market Capability	Leadership ability	Decision-making ability
Lee Shih-Shen	R.O.C	Male	√		√					√		√	√	√	√	√	√
Raymond Soong	R.O.C	Male				√				√		√	√	√	√	√	√
Liu Hsiu-Mei	R.O.C	Female			√					√	√	√	√	√	√	√	√
Tsai Hsung-Hsiung	R.O.C	Male				√				√		√	√	√	√	√	√
Yu Ming-Chang	R.O.C	Male				√				√		√	√	√	√	√	√
Soong Ming-Feng	R.O.C	Male		√						√		√	√	√	√	√	√
Liang Yann-Ping	R.O.C	Female			√		√			√	√	√	√	√	√	√	√
Wang Lii-Gang	R.O.C	Male				√	√			√		√	√	√	√	√	√
Ho Chien-Lung	R.O.C	Male			√		√			√		√	√	√	√	√	√
Tseng Huan-Hsiung	R.O.C	Male			√		√			√		√	√	√	√	√	√

(4) Independence of the Board of Directors:

The current Board of Directors consists of 10 members, including four independent directors, two female directors, and one employee director, accounting for 40%, 20%, and 10% of all directors, respectively, with more than one-third serving as independent directors. The independent directors are in compliance with the regulations of the Securities and Futures Bureau of the Financial Supervisory Commission regarding independent directors, and neither the directors nor the independent directors are subject to Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act. The Company's Board of Directors are deemed to be independent (please refer to "2. Disclosure of information on the professional qualifications of directors and independence of independent directors" on pages 10 to 11 of this annual report). For more details on each director's academic qualifications, gender and work experience, please refer to "I. Information on directors" on pages 3 to 8 of this annual report.

(II) Information on the President, Vice Presidents, Assistant Vice Presidents, and heads of branches or departments

February 28, 2026

Position (Note 1)	Nationality	Name	Gender and age	Date elected	Shares currently held		Shares currently held by spouse and minor children		Shares held in the name of others		Major professional experience and education background (Note 2)	Positions concurrently held in other companies	Managerial officers are a spouse or relative within second-degree of kinship to the individual			Remarks (Note 3)
					shares	%	shares	%	shares	%			Position	Name	Relationship	
Chairman and President	R.O.C	Lee Shih-Shen	Male 61 – 70	2014.7.1	1,300,824	0.51%	0	0.00%	0	0.00%	Education background: Bachelor of Business Administration, National Cheng Chi University Professional experience: President, Shanghai Li-Yao Energy Technology Ltd. President, Network Power Business, Delta Greentech (China) Co., Ltd Vice President of Networking & Access Business Unit, LITE-ON Technology Corp Vice President of Sales and Marketing, Delta Networks, Inc. (a subsidiary of Delta Electronics, Inc.)	Chairman and President, Co-Tech Development Corp.	None	None	None	None
Project Division Chief	R.O.C	Lai Hsin-Chung	Male 51 – 60	2016.6.1	13,342	0.01%	600	0.00%	0	0.00%	Master of Power Mechanical Engineering, National Tsing Hua University	None	None	None	None	None
Technology Division Chief	R.O.C	Hsu Hong-Wei	Male 31~40	2022.1.06	16,000	0.01%	0	0.00%	0	0.00%	Master of Chemical and Materials Engineering, National Yunlin University of Science and Technology Senior Manager, Co-Tech Development Corp.	None	None	None	None	None
Quality Assurance Division Chief	R.O.C	Huang Fu-Tung	Male 51~60	2024.11.08	0	0.00%	0	0.00%	0	0.00%	Bachelor of Industrial Engineering and Management (Engineering Group), Tungnan University General Manager of Manufacturing, ITEQ (Wuxi) Corporation and ITEQ (Jiangxi) Electronic Technologies Co., Ltd.	None	None	None	None	None
Front-end Technology Development Division Chief	R.O.C	Hsu Yu-Chieh	Male 41 – 50	2025.11.06	2,000	0.00%	0	0.00%	0	0.00%	Ph.D. Program, Institute of Polymer Science and Engineering, National Taiwan University Manager, ITEQ Corporation	None	None	None	None	None
Special Assistant to the President	R.O.C	Ting Tai-Chuan	Male 51 – 60	2016.6.1	22,000	0.00%	5,233	0.00%	0	0.00%	Bachelor of Electronics, Chien Hsin University of Science and Technology Director, Shanghai Li-Yao Energy Technology Ltd. LITE-ON Belrose Senior Operations Manager Tong Hsing Electronic Ind., Ltd. Manager, Substrate Department and Business Department	None	None	None	None	None
Public Plant Chief	R.O.C	Lu An-Chuan	Male 51 – 60	2017.12.15	0	0.00%	6,669	0.00%	0	0.00%	Master of Business Administration, National Chiayi University	None	None	None	None	None
Head of Accounting	R.O.C	Kao Hong-Yu	Female 51 – 60	2021.5.6	10,673	0.00%	0	0.00%	0	0.00%	Master of Accountancy, National Yunlin University of Science and Technology Senior Manager, Co-Tech Development Corp.	None	None	None	None	None
Financial Director Chief Corporate Governance Officer	R.O.C	Yeh Hsueh-Chen	Female 51 – 60	2021.7.20	3,409	0.00%	0	0.00%	0	0.00%	MBA (Business Management Group) in Shipping and Transportation Management, National Taiwan Ocean University Manager, Co-Tech Development Corp.	None	None	None	None	None
Audit Supervisor	R.O.C	Tsai Ren-Hua	Female 41 – 50	2014.12.29	10,673	0.00%	0	0.00%	0	0.00%	Master of Business Administration, National Chung Cheng University Audit Department Team Leader, Chien Hsing CPAs	None	None	None	None	None

Note 1: Information on the President, Vice Presidents, Assistant Vice Presidents, heads of various departments and branches, and any individuals holding positions equivalent to President, Vice President, or Assistant Vice President, regardless of their actual job titles, shall be disclosed.

Note 2: For experience relevant to the current position: if the individual has previously worked for the Company's independent auditing firm or an affiliated company during the aforementioned period, the job title and responsibilities held by the individual shall be specified.

Note 3: When the President or an individual in an equivalent position (the highest-ranking executive) serves concurrently as the Chairman of the Board are the same person, or is the spouses or a relative within the first degree of kinship, the underlying reasons, rationality, necessity, and corresponding response measures taken (such as increasing the number of Independent Directors and ensuring that more than half of the directors do not concurrently serve as employees or executives) must be disclosed.

Note 4: Mr. Lee Shih-Shen, the Chairman of the Company, concurrently serves as the President to enhance operational efficiency and decision-making execution. The Company has established four seats for independent directors, which complies with the provisions of the Taipei Exchange Directions for Compliance Requirements on the Establishment of Board of Directors and the Exercise of Powers by TPEx Listed Companies.

II. Remuneration Paid during The Most Recent Fiscal Year to Directors and Management Team

(I) Remuneration of Directors, Independent Directors and Management Team

1. Remuneration of Directors and Independent Directors

Unit: NT$ thousand, December 31, 2025

Position	Name	Director remuneration								Sum of A, B, C and D and its proportion to net profit after tax		Remuneration received for serving concurrently as an employees								Sum of A, B, C, D, E, F and G and its proportion to net profit after tax		Remuneration received from the investees other than subsidiaries or from the parent company
		Compensation (A)		Severance pay and pension (B)		Director remuneration (C)		Professional service fees (D)				Salary, bonus and special allowance (E)		Severance pay and pension (F)		Employee remuneration (G)						
																The Company		All companies in the financial statements (Note 7)				
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	Cash amount	Share amount	Cash amount	Share amount	The Company	All companies in the financial statements	
Chairman	Lee Shih-Shen	0	0	0	0	9,785	9,785	940	940	Total: 10,725 Proportion to net profit after tax: 1.01%	Total: 10,725 Proportion to net profit after tax: 1.01%	10,253	10,253	3,176	3,176	6,678	0	6,678	0	Total: 30,832 Proportion to net profit after tax: 2.90%	Total: 30,832 Proportion to net profit after tax: 2.90%	None
Director	Raymond Soong (Dismissed as Chairman on June 23, 2025)																					
Director	Kwong Lung Enterprise Co., Ltd. Chan Chi-Che (Dismissed on June 23, 2025)																					
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Liu Hsiu-Mei																					
Director	Soong Ming-Feng																					
Director	Yu Ming Chang																					
Director	Tsai Hsung-Hsiung																					
Independent Director	Sun Chin-Su (Dismissed on June 23, 2025)	0	0	0	0	3,966	3,966	580	580	Total: 4,546 Proportion to net profit after tax: 0.43%	Total: 4,546 Proportion to net profit after tax: 0.43%	0	0	0	0	0	0	0	0	Total: 4,546 Proportion to net profit after tax: 0.43%	Total: 4,546 Proportion to net profit after tax: 0.43%	None
Independent Director	George Chen (Dismissed on June 23, 2025)																					
Independent Director	Hsieh Fa-Jung (Dismissed on June 23, 2025)																					
Independent Director	Wang Lii-Gang																					
Independent Director	Ho Chien-Lung																					
Independent Director	Tseng Huan-Hsiung																					
Independent Director	Liang Yann-Ping																					

1. Specify the policies, systems, standards, and structure for the payment of remuneration for independent directors, and describe the correlation between the remuneration amounts and factors such as responsibilities, risks, and time commitment:
   (1) According to the Company's Articles of Incorporation, the Board of Directors is authorized to determine the remuneration for the Chairman and directors (including independent and non-independent directors) based on their level of participation in the Company's operations, the value of their contributions, and prevailing industry standards both at home and abroad.
   (2) The Company's Articles of Incorporation also stipulate that no more than 3% of the annual profit shall be allocated as director remuneration.
   (3) Principles for the payment of director remuneration are as follows:
      a As all independent directors serve as members of both the Audit Committee and the Compensation Committee, and are required to participate in discussions and resolutions in accordance with the respective committee charters, their remuneration may be higher than that of non-independent directors.
      b Individuals serving as the Chairman or as chairpersons of various functional committees may receive higher remuneration than independent directors, in consideration of the increased time commitment and responsibilities required by these roles.
2. In addition to the disclosures in the table above, remuneration received by directors for services rendered (e.g., serving as a non-employee consultant to the parent company, all the companies listed in the financial statements, or invested companies) in the most recent year: None.

Range of remuneration

Range of remuneration paid to each director	Names of directors			
	Sum of the first four items (A+B+C+D)		Sum of the first seven items (A+B+C+D+E+F+G)	
	The Company (Note 8)	All companies in the financial statements (Note 9) (H)	The Company (Note 8)	All companies in the financial statements (Note 9) (I)
Below NT$1,000,000	Chan Chi-Che, Hsieh Fa-Jung, Sun Chin-Su, and George Chen	Chan Chi-Che, Hsieh Fa-Jung, Sun Chin-Su, and George Chen	Chan Chi-Che, Hsieh Fa-Jung, Sun Chin-Su, and George Chen	Chan Chi-Che, Hsieh Fa-Jung, Sun Chin-Su, and George Chen
NT$1,000,000 (inclusive) ~ NT$2,000,000 (exclusive)	Raymond Soong, Hua Eng Wire & Cable Co., Ltd.(Representative Liu Hsiu-Mei), Soong Ming-Feng, Yu Ming-Chang, Tsai Hsung-Hsiung, Wang Lii-Gang, Ho Chien-Lung, Tseng Huan-Hsiung, and Liang Yann-Ping	Raymond Soong, Hua Eng Wire & Cable Co., Ltd.(Representative Liu Hsiu-Mei), Soong Ming-Feng, Yu Ming-Chang, Tsai Hsung-Hsiung, Wang Lii-Gang, Ho Chien-Lung, Tseng Huan-Hsiung, and Liang Yann-Ping	Raymond Soong, Hua Eng Wire & Cable Co., Ltd.(Representative Liu Hsiu-Mei), Soong Ming-Feng, Yu Ming-Chang, Tsai Hsung-Hsiung, Wang Lii-Gang, Ho Chien-Lung, Tseng Huan-Hsiung, and Liang Yann-Ping	Raymond Soong, Hua Eng Wire & Cable Co., Ltd.(Representative Liu Hsiu-Mei), Soong Ming-Feng, Yu Ming-Chang, Tsai Hsung-Hsiung, Wang Lii-Gang, Ho Chien-Lung, Tseng Huan-Hsiung, and Liang Yann-Ping
NT$2,000,000 (inclusive) ~ NT$3,500,000 (exclusive)				
NT$3,500,000 (inclusive) ~ NT$5,000,000 (exclusive)				
NT$5,000,000 (inclusive) ~ NT$10,000,000 (exclusive)	Lee Shih-Shen	Lee Shih-Shen		
NT$10,000,000 (inclusive) ~ NT$15,000,000 (exclusive)				
NT$15,000,000 (inclusive) ~ NT$30,000,000 (exclusive)			Lee Shih-Shen	Lee Shih-Shen
NT$30,000,000 (inclusive) ~ NT$50,000,000 (exclusive)				
NT$50,000,000 (inclusive) ~ NT$100,000,000 (exclusive)				
Above NT$100,000,000				
Total	14 persons	14 persons	14 persons	14 persons

Note 1: The names of directors shall be listed individually (for corporate shareholders, both the name of the entity and its representative shall be specified), with non-independent and independent directors listed separately. All payment amounts shall be disclosed on an aggregate basis. Directors who concurrently serve as President or Vice President shall be included in this table as well as in the following table titled "Remuneration for managers (disclose name by range of remuneration)."

Note 2: This column refers to the remuneration paid to directors in the most recent year (including salaries, position-based allowances, severance pay, various bonuses, incentives, etc.).

Note 3: This column refers to the amount of director remuneration distributed for the most recent year, as approved by the Board of Directors.

Note 4: This column refers to the director's relevant business execution expenses in the most recent year (including travel allowances, special duty allowances, various stipends, and the provision of physical assets such as housing and company cars). Where housing, cars, other means of transportation, or expenditures for personal use are provided, the nature and cost of the assets, the actual or appraised rent based on fair market value, fuel costs, and other payments shall be disclosed. Furthermore, if a driver is provided, specify the

Note 5: This column refers to the remuneration received by directors concurrently serving as employees (including those serving as President, Vice Presidents, other managerial officers, and employees) in the most recent year, encompassing salaries, position-based allowances, severance pay, various bonuses, incentives, travel allowances, special discretionary allowances, various stipends, and the provision of physical assets such as dormitories and company cars, etc. Where housing, cars, other means of transportation, or exclusive personal expenses are provided, the nature and cost of the assets, the actual or imputed rent (based on fair market value), fuel costs, and other payments shall be disclosed. If a dedicated driver is assigned, specify the relevant compensation paid to the driver by the Company in a separate note; however, such compensation shall not be included in the remuneration. Furthermore, salary expenses recognized under IFRS 2 "Share-based Payment," including employee stock options, restricted employee shares, and participation in subscription of shares for cash capital increase, shall also be included in the remuneration. (In 2025, the total car rental expenses amounted to NT$836 thousand.)

Note 6: This column refers to the to the employee remuneration (including stocks and cash) received by directors concurrently serving as employees (including President, Vice Presidents, other managerial officers, and employees) in the most recent year. The amount of employee remuneration approved by the Board of Directors for distribution in the most recent year shall be disclosed. If the amount cannot be estimated, the proposed distribution for the current year shall be calculated based on the proportion of the actual amount distributed in the previous year. Additionally, the supplementary table titled "Names of managerial officers receiving employee remuneration and the status of distribution" shall be completed.

Note 7: The total amount of various remuneration items paid to the Company's directors by all companies (including the Company) listed in the consolidated financial statements shall be disclosed.

Note 8: The names of individual directors shall be disclosed within their respective range of remuneration based on the total amount of various remuneration items paid to them by the Company.

Note 9: The names of individual directors shall be disclosed within their respective remuneration brackets based on the total amount of various remuneration items paid to them by all companies listed in the consolidated financial statements (including the Company).

Note 10: Net income after tax refers to the net income after tax recorded in the parent company only financial statements or individual financial statements for the most recent year.

Note 11:
a. This column shall specify the amount of remuneration received by the Company's directors from investees other than subsidiaries or from the parent company (if no such remuneration is received, please state "None").
b. If a director receives remuneration from investees other than subsidiaries or from the parent company, such remuneration shall be incorporated into Column I of the "Range of Remuneration" table, and the column title shall be changed to "Parent company and all investees."
c. Remuneration refers to the compensation, various types of remuneration (including remuneration for employees, directors, and supervisors), and business execution expenses received by the Company's directors in their capacity as a director, supervisor, or manager of the parent company or investees other than subsidiaries.
＊ The content of the remuneration disclosed in this table is different from the income concept of the Income Tax Act, so the purpose of this table is for information disclosure only and not for taxation.

2. Remuneration for supervisors (disclose name and remuneration): Not applicable.

Note 1: On June 7, 2016, the Company removed all corporate supervisors and replaced their functions with those of the Audit Committee.

3. Compensation Paid to Management Team

Unit: NT$ thousand; December 31, 2025

<table>
<tr><th rowspan="3">Position</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)</th><th colspan="4">Employee remuneration (D)</th><th colspan="2">Sum of A, B, C and D and its proportion to net profit after tax (%)</th><th rowspan="3">Remuneration received from investees other than subsidiaries or from the parent company</th></tr>
<tr><th rowspan="2">The Company</th><th rowspan="2">All companies in the financial statements</th><th rowspan="2">The Company</th><th rowspan="2">All companies in the financial statements</th><th rowspan="2">The Company</th><th rowspan="2">All companies in the financial statements</th><th colspan="2">The Company</th><th colspan="2">All companies in the financial statements</th><th rowspan="2">The Company</th><th rowspan="2">All companies in the financial statements</th></tr>
<tr><th>Cash amount</th><th>Share amount</th><th>Cash amount</th><th>Share amount</th></tr>
<tr><td>President</td><td>Lee Shih-Shen</td><td rowspan="2">5,929</td><td rowspan="2">5,929</td><td rowspan="2">3,272</td><td rowspan="2">3,272</td><td rowspan="2">8,346</td><td rowspan="2">8,346</td><td rowspan="2">6,678</td><td rowspan="2">0</td><td rowspan="2">6,678</td><td rowspan="2">0</td><td rowspan="2">Total:
24,225

Proportion to net profit after tax:
2.28%</td><td rowspan="2">Total:
24,225

Proportion to net profit after tax:
2.28%</td><td rowspan="2">None</td></tr>
<tr><td>Vice President of Marketing Center</td><td>Chun-Han Chuang resigned on November 21, 2025</td></tr>
</table>

∗ Any individual holding a position equivalent to President or Vice President (e.g., President, CEO, Director, etc.) must be disclosed, regardless of their specific job title.

Note 1: The names of the President and Vice Presidents shall be listed separately, with the amounts of various payments disclosed on an aggregate basis. If a director concurrently serves as President or Vice President, the aforesaid amounts shall be included in both this table and the preceding “Remuneration for directors (including independent directors)” table.

Note 2: This column refers to the salaries, position-based allowances, and severance pay for the President and Vice Presidents in the most recent year.

Note 3: This column refers to various bonuses, incentives, travel allowances, special discretionary allowances, various stipends, and the provision of physical assets such as dormitories and company cars, as well as other remuneration for the President and Vice Presidents in the most recent year. Where housing, cars, other means of transportation, or exclusive personal expenses are provided, the nature and cost of the assets, the actual or imputed rent (based on fair market value), fuel costs, and other payments shall be disclosed. If a dedicated driver is assigned, specify the relevant compensation paid to the driver by the Company in a separate note; however, such compensation shall not be included in the remuneration. Furthermore, salary expenses recognized under IFRS 2 “Share-based Payment,” including employee stock options, restricted employee shares, and participation in subscription of shares for cash capital increase, shall also be included in the remuneration. (In 2025, the total car rental expenses amounted to NT$836 thousand.)

Note 4: This column refers to the to the employee remuneration (including stocks and cash) distributed to the President and Vice Presidents as approved by the Board of Directors for the most recent year. If the amount cannot be estimated, the proposed distribution for the current year shall be calculated based on the proportion of the actual amount distributed in the previous year. Additionally, the supplementary table titled “Names of managerial officers receiving employee remuneration and the status of distribution” shall be completed.

Note 5: The total amount of various remuneration items paid to the Company’s President and Vice Presidents by all companies consolidated in the financial statements (including the Company) shall be disclosed.

Note 6: The names of the President and Vice Presidents shall be disclosed within their respective range of remuneration based on the total remuneration paid to each of them by the Company.

Note 7: The names of the President and Vice Presidents shall be disclosed within their respective range of remuneration based on the total remuneration paid to each of them by all companies consolidated in the financial statements (including the Company).

Note 8: Net income after tax refers to the net income after tax as reported in the parent-company-only or individual financial statements for the most recent year.

Note 9: a. This column shall specify the amount of remuneration received by the Company’s President and Vice Presidents from investees other than subsidiaries or from the parent company (if no such remuneration is received, please state “None”).

b. If the President or Vice Presidents receive remuneration from invested enterprises other than subsidiaries or from the parent company, such remuneration shall be incorporated into Column E of the “Range of Remuneration” table, and the column title shall be changed to “Parent company and all investees.”

c. Remuneration refers to the compensation, various types of remuneration (including remuneration for employees, directors, and supervisors), and business execution expenses received by the Company’s President and Vice Presidents in their capacity as a director, supervisor, or manager of the parent company or investees other than subsidiaries.

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

4. The Individual Remuneration Paid to each of its Top Five Management Personnel (listed individually by name and payment type): Not Applicable

5. Names of managerial officers receiving employee remuneration and the status of distribution

Unit: NT$ thousand, December 31, 2025

	Position	Name	Share amount	Cash amount	Total	Proportion of total amount to net profit after tax (%)
Managerial officers	President	Lee Shih-Shen	0	9,135	9,135	0.86%
	Special Assistant to the President	Ting Tai-Chuan				
	Technology Division Chief	Hsu Hong-Wei				
	Project Division Chief	Lai Hsin-Chung				
	Public Plant Plant Chief	Lu An-Chuan				
	Quality Assurance Division Chief	Huang Fu-Tung				
	Front-end Technology Development Division Chief	Hsu Yu-Chieh				
	Audit Supervisor	Tsai Ren-Hua				
	Head of Accounting	Kao Hong-Yu				
	Financial Director and Chief Corporate Governance Officer	Yeh Hsueh-Chen				

Note 1: Individual names and job titles shall be disclosed; however, the distribution of profit-sharing may be disclosed on an aggregate basis.

Note 2: This column refers to the amount of employee remuneration (including stocks and cash) distributed to managerial officers as approved by the Board of Directors for the most recent year. If the amount cannot be estimated, the proposed distribution for the current year shall be calculated based on the proportion of the actual amount distributed last year. Net income after tax refers to the net income after tax for the most recent year; where the IFRS is adopted, net income after tax refers to the net income after tax as reported in the parent company only or individual financial statements for the most recent year.

Note 3: The applicable scope of managerial officers is defined in accordance with Letter Tai-Tsai-Cheng-San-Zi No. 0920001301 dated March 27, 2003 issued by the Securities and Futures Bureau, as follows:

(1) President and those of equivalent rank
(2) Vice Presidents and those of equivalent rank
(3) Assistant Vice Presidents and those of equivalent rank
(4) Chief Financial Officer (Head of Finance Department)
(5) Chief Accounting Officer (Head of Accounting Department)
(6) Other persons who are authorized to manage the Company’s affairs and who possess signing authority

Note 4: Directors, the President, or Vice Presidents who receive employee remuneration (including stocks and cash) shall also be included in this table.

(II) Analysis of total remuneration as a percentage of net income after tax

Provide a comparative analysis of the total remuneration paid to the Company's Directors, President, and Vice Presidents in the most recent two years as a percentage of the net income after tax reported in the parent company only or individual financial statements, for both the Company and all companies consolidated in the financial statements; as well as describe the policies, standards, and compositions of remuneration, the procedures for determining remuneration, and their correlation with business performance and future risks.

1. Analysis of the total remuneration paid to Directors, the President, and Vice Presidents as a percentage of net income reported in the parent company only or individual financial statements for the most recent two years

Position	Total remuneration as a percentage of net profit after tax in the parent company only or individual financial statements (%)			
	2025		2024	
	The Company	All companies included in the financial statement	The Company	All companies included in the financial statement
Director	1.44%	1.44%	1.38%	1.38%
President and Vice Presidents	2.28%	2.28%	2.18%	2.18%

2. Describe the policies, standards, and compositions of remuneration; the procedures for determining remuneration; and their correlation with business performance and future risks

Article 29 of the Company's Articles of Incorporation stipulates that if the Company makes a profit for the year, no less than 1% of said profit shall be allocated as employee remuneration; while the eligibility criteria and methods of distribution shall be determined by the Board of Directors. Furthermore, the Board of Directors may pass a resolution to allocate no more than 3% of the aforementioned profit as remuneration for directors.

The distribution of the aforementioned remuneration for employees and directors is submitted to the Compensation Committee for review at the beginning of each year, and subsequently presented to the Board of Directors for final approval.

The policies, systems, standards, and structures for the performance evaluation and remuneration of directors, supervisors, and managerial officers shall be established based on the following principles:

(1) Performance evaluation criteria and remuneration standards, structures, and systems shall be established based on performance adjusted for future risks, and in alignment with the Company's long-term overall profitability and shareholder interests.

(2) The remuneration and incentive system should not encourage directors, supervisors, or managerial officers to engage in behaviors exceeding the Company's risk appetite in pursuit of higher remuneration. The system and performance results shall be reviewed regularly to ensure compliance with the Company's risk appetite.

(3) The timing of remuneration payments shall be coordinated with profits adjusted for future risks to avoid inappropriate situations where the Company suffers losses after remuneration has been paid. A significant portion of remuneration incentives should be paid in a deferred manner or through equity-related instruments.

(4) When evaluating the individual contribution of Directors, Supervisors, and Managers to the Company's profit, an overall industry analysis shall be conducted to clarify whether such profits resulted from the Company's inherent advantages, such as lower cost of capital, in order to effectively assess the actual contribution of the individual.

(5) Severance pay arrangements between the Company and its directors, supervisors, or managerial officers shall be determined based on realized benefits to avoid inappropriate situations, such as receiving substantial severance pay after only a short term of office.

III. Implementation of Corporate Governance

(I) Operation of the Board of Directors

A The Board of Directors convened a total of seven meetings (A) in 2025. The attendance of the directors is detailed below:

Position	Name (Note 1)	Attendance in person (B)	Attendance by proxy	Actual attendance rate (%) [B/A] (Note 2)	Remarks
Chairman	Lee Shih-Shen	4		100	Newly appointed on June 23, 2025
Chairman	Dasong Investment Co., Ltd. Representative: Raymond Soong	3		100	Resigned on June 23, 2025
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Liu Hsiu-Mei	7		100	Re-elected on June 23, 2025
Director	Raymond Soong	4		100	Newly appointed on June 23, 2025
Director	Chan Chi-Che	3		100	Resigned on June 23, 2025
Director	Soong Ming-Feng	1	6	14	Re-elected on June 23, 2025
Director	Yu Ming-Chang	7		100	Re-elected on June 23, 2025
Director	Tsai Hsung-Hsiung	6	1	86	Re-elected on June 23, 2025
Director	Lee Shih-Shen	3		100	Resigned on June 23, 2025
Independent Director	George Chen	3		100	Resigned on June 23, 2025
Independent Director	Sun Chin-Su	3		100	Resigned on June 23, 2025
Independent Director	Hsieh Fa-Jung	3		100	Resigned on June 23, 20255
Independent Director	Liang Yann-Ping	4		100	Assumed office on June 23, 2025
Independent Director	Wang Lii-Gang	4		100	Assumed office on June 23, 2025
Independent Director	Ho Chien-Lung	4		100	Assumed office on June 23, 2025
Independent Director	Tseng Huan-Hsiung	3	1	75	Assumed office on June 23, 2025

Other matters requiring disclosure:

I. If any of the following circumstances apply to the operation of the Board of Directors, the date and session of Board of Directors' meeting, content of proposal, opinions of all independent directors, and the Company's actions in response to those opinions shall be specified:
   (I) Matters listed in Article 14-3 of the Securities and Exchange Act: In 2025, the Board of Directors convened a total of seven meetings. The contents of resolutions are detailed on page 62 of this Annual Report. All independent directors approved the matters listed in Article 14-3 of the Securities and Exchange Act without any dissenting opinion.
   (II) Resolutions, other than the aforementioned matters, passed by the Board of Directors for which an independent director has a dissenting or qualified opinion, and for which there is a record or a written statement: None.

II. For the implementation of directors' recusal from proposals due to conflict of interests, the names of directors, content of proposals, the reasons for recusal, and participation in voting shall be specified: Please refer to Note 4 for more details.

III. Performance evaluation for the Board of Directors: Please refer to Note 3 for the performance evaluation report and the implementation status of performance evaluations for the Board of Directors and each functional committee.

IV. Goals for strengthening the functions of the Board of Directors (e.g., establishing the Audit Committee, enhancing information transparency, etc.) during the current year and the most recent years) and an assessment of their implementation:

(I) To implement corporate governance and enhance the functions of the Board of Directors, the Company established performance goals to improve efficiency in the operation of the Board of Directors. On November 7, 2019, the Company amended the Rules for Performance Evaluation of the Board of Directors. Performance evaluation for the Board of Directors is conducted once a year, in which the Board of Directors, as a whole, individual members, and functional committees are evaluated across a total of 16 dimensions by means of a questionnaire, while an evaluation report is subsequently issued. The results of these performance evaluations have been reported to the Board of Directors.

(II) The Company has established the Rules of Procedure for Board of Directors Meetings in accordance with the Regulations Governing Procedure for Board of Directors Meetings of Public Companies for compliance. Furthermore, the attendance records of directors at Board of Directors' meetings are uploaded onto the Market Observation Post System (MOPS), while major resolutions of the Board of Directors are disclosed on the Company's official website.

(III) On October 28, 2011, the Company established the Compensation Committee, which is responsible for providing recommendations, carrying out evaluations, and overseeing the Company's overall remuneration policies, the compensation levels for the President and other managerial officers, employee stock option plans, employee profit-sharing plans, and other incentive programs. For details on their implementation status, please refer to pages 39 to 42.

(IV) Functions of the Board of Directors: Members of the Board of Directors consistently participate in continuing education and training courses related to corporate governance topics throughout their term of office. All independent directors comply with the Securities and Exchange Act, the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, and other relevant regulations. Furthermore, members of the Board of Directors possess a diverse range of professional expertise, thus effectively implementing the Board Diversity Policy.

(V) The Audit Committee, which was established on June 7, 2016, is responsible for enforcing relevant laws and regulations and assisting the Board of Directors in fulfilling its supervisory duties. The Chairperson of the committee also regularly reports the committee's resolutions to the Board of Directors.

Note 1: Where a director or supervisor is a legal person, the name of the legal-person shareholder and the name of its representative shall be disclosed.

Note 2: (1) For directors or supervisors who resigned before the end of the year, the date of resignation shall be specified in the "Remarks" column. The actual attendance rate (%) shall be calculated based on the number of Board of Directors' meetings held during their respective term of office and their actual attendance.

(2) If a re-election of directors or supervisors occurred before the end of the year, both the outgoing and newly elected directors and supervisors shall be listed. The "Remarks" column shall specify whether the individual is outgoing, newly elected, or re-elected, along with the date of the re-election. The actual attendance rate (%) shall be calculated based on the number of Board of Directors' meetings held during their respective term of office and their actual attendance.

B Attendance of independent directors in Board of Directors' meetings: ⊙: Attendance in person Δ: Attendance by proxy

Session of board meeting	**Sun Chin-Su**	**George Chen**	**Hsieh Fa-Jung**	**Liang Yann-Ping**	**Wang Lii-Gang**	**Ho Chien-Lung**	**Tseng Huan-Hsiung**
12th meeting of the 9th term of Board of Directors on February 21, 2025	⊙	⊙	⊙				
1st extraordinary meeting of the 9th term of Board of Directors on April 14, 2025	⊙	⊙	⊙				
13th meeting of the 9th term of Board of Directors on May 9, 2025	⊙	⊙	⊙				
1st meeting of the 10th term of Board of Directors on June 23, 2025				⊙	⊙	⊙	⊙
2nd meeting of the 10th term of Board of Directors on August 8, 2025				⊙	⊙	⊙	⊙
3rd meeting of the 10th term of Board of Directors on August 27, 2025				⊙	⊙	⊙	⊙
4th meeting of the 10th term of Board of Directors on November 6, 2025				⊙	⊙	⊙	Δ

Note 3: Implementation of evaluation of the Board of Directors

Evaluation cycle	**Evaluation period**	**Evaluation scope**	**Evaluation methods**	**Evaluation contents**	**Evaluation results**
Once a year.	January 1, 2025 to December 31, 2025	Evaluation of the Board of Directors' performance	Self-evaluation by the Secretariat of the Board of Directors	① Level of participation in the Company's operations ② Improvement of the quality of the Board of Directors' decision making ③ Composition and structure of the Board of Directors ④ Election and continuing education of directors ⑤ Internal control	The Board of Directors' performance was rated as "Excellent," indicating that the overall operations of the Board of Directors are in alignment with the spirit of corporate governance.
		Evaluation of the individual board member's performance	Self-evaluation by individual board members	① Mastery of the Company's goals and missions ② Understanding of directors' duties and responsibilities ③ Level of participation in the Company's operations ④ Management of internal relationships and communication ⑤ Professional expertise and continuing education of directors ⑥ Internal control	The individual board members' performances were rated as "Superior," indicating that the Company's directors have provided positive feedback regarding the efficiency and effectiveness of all performance indicators.
		Evaluation of the functional committee's performance (Audit Committee or Compensation Committee)	Internal self-evaluation in by functional committees	① Level of participation in the Company's operations ② Understanding of the duties and responsibilities of functional committees ③ Improvement of quality of decisions made by the functional committee ④ Improvement of the quality of decision making by functional committees ⑤ Composition of functional committees and election of committee members ⑥ Internal control	The performance of both the Compensation Committee and the Audit Committee was rated as "Excellent." The evaluation results show that the functional committees received positive feedback regarding the efficiency and effectiveness of all performance indicators.

Note 4: Implementation of director recusal due to conflict of interest: None.

(II) The Operation of the Audit Committee

The Audit Committee convened a total of six meetings (A) in 2025. The attendance of the independent directors is described below:

Position	Name	Attendance in person (B)	Attendance by proxy	Actual attendance rate (%) (B/A) (Note 1, Note 2)	Remarks
Independent Director	George Chen	3		100	Resigned on June 23, 2025
Independent Director	Sun Chin-Su	3		100	Resigned on June 23, 2025
Independent Director	Hsieh Fa-Jung	3		100	Resigned on June 23, 2025
Independent Director	Liang Yann-Ping	3		100	Assumed office on June 23, 2025
Independent Director	Wang Lii-Gang	3		100	Assumed office on June 23, 2025
Independent Director	Ho Chien-Lung	3		100	Assumed office on June 23, 2025
Independent Director	Tseng Huan-Hsiung	2	1	67	Assumed office on June 23, 2025

Other matters requiring disclosure:

I. If any of the following circumstances apply to the operations of the Audit Committee, the date and session of committee meeting, contents of proposal, any dissenting opinions, qualified opinions, or major recommendations from the independent directors, the resolutions of the Audit Committee, and the Company's actions in response to the Audit Committee's opinions shall be specified.

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

Session and date of Audit Committee meeting	Content of proposal	Matters listed in Article 14-5 of the Securities and Exchange Act	Resolution of the Audit Committee	The Company's actions in response to the Audit Committee's opinions
11th meeting of the 3rd term of Audit Committee on February 21, 2025	1. The 2024 Statement of Internal Control System issued by Co-Tech Development Corp., submitted for deliberation.	V	Approved unanimously by all independent directors present at the Audit Committee meeting without any dissenting opinion	Unanimously approved by all directors present without any dissenting opinion
	2. Amendment to certain provisions of the Articles of Incorporation, submitted for deliberation.	V		
	3. The Company's 2024 employee and director remuneration distribution proposal, submitted for deliberation.			
	4. The Company's 2024 consolidated and parent company only financial statements, submitted for deliberation.	V		
	5. The Company's 2025 budget, submitted for deliberation.			
12th meeting of the 3rd term of Audit Committee on May 9, 2025	1. The Company's 2024 earnings distribution proposal, submitted for deliberation.	V		
	2. The Company's 2024 business report, submitted for deliberation.			
	3. Evaluation results of the attesting CPAs' performance for 2024, and the proposed pre-approved service items to be provided by the attesting CPAs for 2025, submitted for deliberation.	V		
	4. The Company's Q1 2025 consolidated financial statements, submitted for deliberation.	V		
	5. Amendments to certain provisions of the Company's payroll cycle, submitted for deliberation.	V		
1st meeting of the 4th term of Audit Committee on June 23, 2025	1. Election of the convener and meeting chair of the Audit Committee, submitted for discussion.			
2nd meeting of the 4th term of Audit Committee on August 8, 2025	1. The Company's 2024 Sustainability Report, submitted for deliberation.	V		
	2. Formulation of the Procedures for Repurchase of Treasury Shares, submitted for discussion.	V		
	3. Amendment to certain provisions of the Regulations Governing the Transfer of Treasury Shares to Employees, submitted for discussion.	V		
	4. Amendment to certain provisions of the Review Procedures for Pre-approval of Services Provided by Certifying Certified Public Accountants, submitted for deliberation.	V		
	5. The Company's Q2 2025 consolidated financial statements, submitted for deliberation.	V		
3rd meeting of the 4th term of Audit Committee on August 27, 2025	1. Transfer of the Company's treasury shares to employees for subscription, submitted for deliberation.			
4th meeting of the 4th term of Audit Committee on November 6, 2025	1. The Company's 2026 audit plan, submitted for deliberation.	V		
	2. Amendment to certain provisions of the Procedures for Acquisition or Disposal of Assets, submitted for deliberation.	V		
	3. The Company's Q3 2025 consolidated financial statements, submitted for deliberation.	V		

(II) Resolutions, other than the aforementioned matters, passed by the Board of Directors which were not approved by the Audit Committee but were approved by two-thirds or more of all directors: None.

II. For the implementation of independent directors' recusal from proposals due to conflict of interests, the names of independent directors, content of proposals, the reasons for recusal, and participation in voting shall be specified: None.

III. Status of communication between independent directors, the Chief Internal Audit Officer, and the CPAs (including material matters, methods, and results of communication regarding the Company's financial and business status):

(I)	The Company's internal auditing unit not only delivers internal audit reports and follow-up reports on the improvement of audit findings to the Independent Directors on a monthly basis, but also presents reports on audit operations, audit results, and their follow-up status to the independent directors during Audit Committee meetings, which are held at least once each quarter.
(II)	During quarterly Audit Committee meetings, the Company's CPAs report the review or audit results of the financial statements of the Company and its domestic and overseas subsidiaries, internal control audits, and the impact of newly amended or issued IFRSs to the independent directors. In addition, the CPAs engage in communication regarding whether any financial statement adjustments are required or if regulatory amendments affect accounting treatments.
(III)	The Chief Auditor, CPAs, and independent directors may maintain direct contact with one another at any time as needed as the channels of communication are smooth and effective.

Note 1: For supervisors or independent directors who resigned before the end of the year, the date of resignation shall be specified in the "Remarks" column. The actual attendance rate (%) shall be calculated based on the number of Audit Committee meetings held during their respective term of office and their actual attendance.

Note 2: If a re-election of supervisors or independent directors occurred before the end of the year, both the outgoing and newly elected supervisors or independent directors shall be listed. The "Remarks" column shall specify whether the individual is outgoing, newly elected, or re-elected, along with the date of the re-election. The actual attendance rate (%) shall be calculated based on the number of Audit Committee meetings held during their respective term of office and their actual attendance.

Note 3: The powers and functions of the Audit Committee and their annual work items are as follows:

1. Establishment or amendment of the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
2. Evaluation of the effectiveness of the internal control system.
3. Establishment or amendment of the procedures for handling material financial or business activities, such as the acquisition or disposal of assets, derivative trading, loans to others, or providing endorsements or guarantees for others in accordance with Article 36-1 of the Securities and Exchange Act.
4. Matters involving conflicts of interest among directors.
5. Major asset or derivative transactions.

(III) Corporate Governance Status, Differences with Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance best practice principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	v		The Company has established the Corporate Governance Best Practice Principles and disclosed them on the Company's website: https://www.co-tech.com/tw/ir/company	No deviation
II. Shareholding structure and shareholder interests (I) Has the Company established internal operating procedures to handle shareholder suggestions, inquiries, disputes, and litigation, and are these procedures implemented accordingly?	v		(I) The Company's stock affairs have been entrusted to a professional shareholder services agent, which is tasked with providing consulting and professional stock-related services. Shareholders' meetings are convened in accordance with the Company Act and relevant regulations. The Company has established the Rules of Procedure for Shareholders' Meetings, and all matters requiring resolutions are executed strictly according to these rules. During these meetings, shareholders are provided with opportunities to express their opinions. The contents of shareholder statements and the Company's subsequent responses are fully documented in the minutes of the shareholders' meetings. Furthermore, the Company has appointed a spokesperson to specifically handle suggestions, inquiries, or disputes raised by shareholders.	No deviation

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
(II) Does the Company maintain a current list of major shareholders who exercise actual control over the Company, as well as the ultimate controllers of those major shareholders?	v		(II) The Company maintains effective monitoring of the shareholdings of major shareholders, including Directors and Managers, and ensures timely disclosure in accordance with applicable laws and regulations.	No deviation
(III) Has the Company established and implemented risk control and firewall mechanisms between the Company and its affiliated enterprises?	v		(III) The Company has established the Management Measures for the Operations of Subsidiaries and the Operating Procedures for Financial and Business Transactions Among Group Enterprises and Related Parties in accordance with the relevant laws and regulations, with the intention of appropriately controlling risks and establishing effective firewalls between the Company and its affiliated enterprises.	No deviation
(IV) Has the Company established internal regulations that prevent insiders from trading securities against non-public information?	v		(IV) The Company has established the Procedures for Handling Material Inside Information to regulate the management and disclosure of such information.	No deviation
III. Composition and responsibilities of the Board of Directors (I) Has the Board of Directors established a diversity policy and specific management goals, and have these been effectively implemented?	v		(I) A diversity policy for the composition of Board members has been set out in the Company's Corporate Governance Best Practice Principles. Directors are selected based on their industrial expertise, professional background, and practical experience to ensure that they possess the knowledge, skills, and competencies essential for their duties, thereby contributing to the Company's overall development and operations. The Company has achieved the specific management target that the number of directors who concurrently serve as managerial	No deviation

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			officers at the Company shall not exceed one-third of the total number of seats on the Board of Directors. The Company's Board of Directors is composed of experts in various areas, including manufacturing, finance, commerce, and investment. More than half of the board members possess extensive industrial experience. Furthermore, the Board of Directors maintains a diverse professional collective, while at least one member specializes in each of the following areas: operational judgment, remuneration management, corporate governance, business management, risk management, and sustainability management. Following the re-election of directors at the 2025 Annual General Meeting, directors with employee status account for 10% of the Board of Directors, whereas female directors and independent directors account for 20% and 40% (all of whom are newly appointed), respectively. Six directors are under the age of 70. The Company plans to gradually increase the number of female director seats in future board terms.	
(II) Has the Company voluntarily established functional committees other than the Compensation Committee and the Audit Committee as required by law?	v		(II) In addition to the existing Compensation Committee and Audit Committee, the Company established the Growth Strategy Committee in June 2025, aimed at strengthening and accelerating the overall growth strategies of the Company and the Group while enhancing the efficiency of operational decision-making.	No deviation

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
(III) Has the Company established the Rules for Performance Evaluation of the Board of Directors and the evaluation methods? Does the Company conduct annual performance evaluations, report the results to the Board of Directors, and utilize these results as a reference for individual directors' remuneration and nomination for re-election?	v		(III) On November 7, 2019, the Company amended the Rules for Performance Evaluation of the Board of Directors, where the scope of evaluation encompasses the overall Board of Directors, individual board members, and functional committees. Evaluation methods include internal self-evaluations by the Board of Directors, self-evaluations by individual board members, peer evaluations, or assessments conducted by external professional institutions, experts, or other appropriate means. The Company has established measurement items for performance evaluation tailored to the Company's conditions and needs. These measurement items encompass a number of areas such as the level of participation in the Company's operations, the quality of decision-making, continuing education, and internal control. The results of these performance evaluations are incorporated as a primary reference in the selection and nomination process for directors. In addition, individual performance evaluation results are utilized as a key factor in determining individual remuneration. The evaluation results were reported to the Board of Directors during the Board of Directors' meeting held on March 6, 2026.	No deviation

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
(IV) Does the Company assess the independence of external auditors regularly?	v		(IV) The Company has established the Rules for Performance Evaluation of Certified Public Accountants, where the evaluation can be divided into two parts: 1. Independence of CPAs: Include items such as term of service, contingent fee, financial interests, etc. 2. Suitability of CPAs: Include items such as service quality and scale, professionalism, timeliness, etc. The Company conducts performance evaluations for CPAs once per year in accordance with the Rules for Performance Evaluation of Certified Public Accountants. The Company systematically assesses the independence and suitability of CPAs in reference to the Audit Quality Indicators (AQIs). The overall evaluation score for 2024 was 92 points. The evaluation results were reported to the Board of Directors during the Board of Directors' meeting held on May 9, 2025.	No deviation
IV. Has the Company designated an adequate number of competent corporate governance officers, and appointed a Chief Corporate Governance Officer responsible for related affairs (including but not limited to providing information required by directors and supervisors to perform their duties, assisting directors and supervisors in legal compliance, handling matters related to Board of Directors' and shareholders' meetings in accordance with	v		The Finance Department serves as the Company's functional unit for corporate governance, with the Financial Director concurrently serving as the Chief Corporate Governance Officer, whose responsibilities include handling matters related to Board of Directors' and shareholders' meetings, managing company registration and change of company registration, and preparing minutes for both Board of Directors' and shareholders' meetings.	No deviation

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
the law, preparing minutes for Board of Directors' and shareholders' meetings, etc.)?				
V. Has the Company established channels of communication with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), set up a dedicated stakeholder section on its website, and appropriately responded to material corporate social responsibility issues of concern to stakeholders?	v		The Company has set up a dedicated stakeholder section on the official website, Furthermore, various channels of communication have been established for stakeholders to offer suggestions, feedback, and inquiries for the Company. (https://www.co-tech.com/tw/ir/board) & (https://www.co-tech.com/uploads/images/20210528-1.pdf)	No deviation
VI. Does the Company appoint a professional shareholder service agent to handle matters related to shareholders' meetings?	v		The Company's stock affairs have been entrusted to a professional shareholder services agent, which is tasked with providing consulting and professional stock-related services. Shareholders' meetings are convened in accordance with the Company Act and relevant regulations.	No deviation
VII. Information disclosure (I) Has the Company set up a website to disclose financial, business, and corporate governance information?	v		(I) The Company discloses the latest news such including product information and financial data on its official website, which also provides direct access to the Company's relevant financial, business, and corporate governance information on MOPS.	No deviation
(II) Does the Company adopt other methods for information disclosure (e.g., maintaining an English website, designating specific personnel for information collection and disclosure, implementing a spokesperson system, and uploading webcasts or materials of institutional investor conferences to the Company's	v		(II) In addition to the corporate website, the Company has set up a spokesperson system, as well as discloses financial business and data and corporate governance information on MOPS (http://mops.twse.com.tw).	No deviation

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
website)?				
(III) Does the Company announce and file its annual financial statements within two months after the end of the year, and announce and file its quarterly financial reports and monthly operating results ahead of the stipulated deadlines?	v		(III) The Company’s 2025 financial statements were approved by the Board of Directors on March 6, 2026, and the public filing was completed within the prescribed time limit. Furthermore, the financial statements for the first, second, and third quarters were also filed on the same day they were approved by the Board of Directors in their respective periods. Monthly revenue figures were disclosed by the 10th day of the following month, in accordance with applicable regulations.	Filing of the Company’s financial statements were completed within 75 days.
VIII. Does the Company have any other material information useful for understanding the operation of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, rights of stakeholder rights, continuing education of directors and supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, and the status of liability insurance for directors and supervisors, etc.)?	v		(I) Employee rights: The Company has established the Employee Welfare Committee and the Labor Pension Reserve Supervision Committee in accordance with the law, where these two committees are charged with overseeing the planning, contribution, custody, and utilization of welfare funds and pension reserves, as well as related matters governed by the relevant laws and regulations. In addition, the Company holds labor-management meetings on a regular basis, which serve as a vital bridge for communication. Policy dissemination, employee feedback, and counseling are all conducted through a two-way communication mechanism, whereas the protection of employee rights and the implementation of welfare systems are carried out in full compliance with all relevant labor laws and regulations.	No deviation

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			(II) Employee care: The Company fosters a relationship of mutual trust and reliance with employees through a comprehensive and robust training system. At the same time, the Company organizes regular health checks to help employees monitor and improve their physical well-being, in addition to taking out group life and accident insurance for employees. On the other hand, on-site parking facilities are provided to enhance convenience for employees.	No deviation
			(III) Investor relations: In an effort to safeguard shareholder rights and enhance transparency regarding the Company's operations, the Company not only discloses relevant information on MOPS, but has also set up a dedicated stakeholder section on the official website. Furthermore, the Company has put in place a spokesperson system while engaging professional shareholder service agent to efficiently handle shareholder suggestions and maintain dedicated channels of communication.	No deviation
			(IV) Supplier relations: The Company treats all suppliers with fairness, respect, and dignity while maintaining good working relationships with all of them.	No deviation
			(V) Stakeholder rights: The Company has designated a spokesperson and a deputy spokesperson to address relevant inquiries and suggestions. In cases involving legal matters, the Company engages legal counsel to handle such cases so that all legitimate rights and interests are duly protected.	No deviation

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			(VI) Continuing education of directors and supervisors: All directors and supervisors of the Company possess extensive industrial expertise and practical experience in business management. On top of that, they participate in professional training and development programs in accordance with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEx Listed Companies. Details regarding continuing education among directors and supervisors have been disclosed on MOPS and are further elaborated in Note 2.	No deviation
			(VII) Implementation of risk management policies and risk measurement standards: The Company has established comprehensive internal management systems in accordance with the law. These systems undergo periodic evaluations and testing to ensure the effective management and assessment of various operational risks.	No deviation
			(VIII) Implementation of customer policies: 1. The Company maintains a stable and strong relationship with customers, with the aim of satisfying customer needs and becoming a "Green Enterprise." 2. The Company conducts regular credit checks on customers and takes out accounts receivable insurance to minimize the risk of bad debts.	No deviation
			(IX) Liability insurance for directors and supervisors of the Company: The Company has purchase liability	No deviation

Assessment item	Implementation status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			insurance for directors.	
IX. Specify the improvements made in response to the results of the Corporate Governance Evaluation published by the Corporate Governance Center of the Taiwan Stock Exchange Corporation for the most recent year, and propose priority areas for improvement and corresponding measures for matters that have yet to be addressed. (Companies not included in the evaluation need not fill in this section.) The Company ranked within the top 36% to 50% tier as shown in the 2024 Corporate Governance Evaluation Results, as the primary areas where points were not awarded included indicators related to climate issues. In response, the Company will appropriately disclose relevant indicator information in alignment with the preparation of Sustainability Report.				

Note 1: Regardless of whether "Yes" or "No" is selected for the implementation status, a detailed explanation must be provided in the "Summary" column.

Note 2:Continuing educations of directors and managerial officers for 2025.

Position	Name	Date of course	Sponsor	Name of course	Hours of course
Chairman	Lee Shih-Shen	2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors' Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3
Director	Raymond Soong	2025/4/30	Taiwan Corporate Governance Association	Impact of Trump 2.0 Tariff and Tax Policies	3
		2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/10/29	Taiwan Corporate Governance Association	Trends and Risk Management in Data Governance and Artificial Intelligence	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors' Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3
Director	Soong Ming-Feng	2025/4/30	Taiwan Corporate Governance Association	Impact of Trump 2.0 Tariff and Tax Policies	3
		2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/10/29	Taiwan Corporate Governance Association	Trends and Risk Management in Data Governance and Artificial Intelligence	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors' Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3
Director	Yu Ming-Chang	2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors' Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3
Director	Tsai Hsung-Hsiung	2025/5/8	Taiwan Corporate Governance Association	Trends and Risk Management in Data Governance and Artificial Intelligence	3
		2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3

Position	Name	Date of course	Sponsor	Name of course	Hours of course
Representative of institutional director	Hua Eng Wire & Cable Co., Ltd. Representative: Liu Hsiu-Mei	2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/8/14	Taiwan Investor Relations Institute	Corporate Sustainability and Risk Management	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors' Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence s	3
Independent Director	Wang Lii-Gang	2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/8/12	Taiwan Corporate Governance Association	How Enterprises Can Optimize Innovation and Sanctions Management to Align with Sustainable Governance in the Face of the Digital Wave	3
		2025/9/30	Taiwan Corporate Governance Association	Corporate Innovation and Growth with AI	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors' Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3
Independent Director	Ho Chien-Lung	2025/8/1	Taiwan Corporate Governance Association	Professional Course for Corporate Governance Officers: Corporate Governance Officers and Board Management	3
		2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/9/16	Taiwan Corporate Governance Association	Professional Course for Corporate Governance Officers: Corporate Governance Officers and Board Management	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors' Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3
Independent Director	Liang Yann-Ping	2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors' Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3
Independent Director	Tseng Huan-Hsiung	2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/11/21	Taiwan Corporate Governance Association	Latest Amendments to the Company Act: Trends and Analysis	3

Position	Name	Date of course	Sponsor	Name of course	Hours of course
Financial Director and Chief Corporate Governance Officer	Yeh Hsueh-Chen	2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors’ Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3
Head of Accounting	Kao Hong-Yu	2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors’ Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3
Audit Supervisor	Tsai Ren-Hua	2025/8/8	Taiwan Corporate Governance Association	Insider Trading from the Perspective of Investigators and Prosecutors	3
		2025/11/6	Taiwan Corporate Governance Association	Stainable Disclosure and Investment Value from the Investors’ Perspective: ESG Disclosure Framework and Risk Monitoring Connecting to Capital Market Confidence	3

(IV) Functional Committees

- Audit committee can be found in Chapter 3. Corporate Government Report under 4 The Operation of the Audit Committee.
- Information on the members and operation of the Nomination Committee: Not applicable.
- **Compensation Committee**

In an effort to continuously strengthen corporate governance and align with international standards, Co-Tech established the Compensation Committee in 2011. Not only is the committee authorized by the Board of Directors to oversee and deliberate on the Company's overall compensation policies and plans, but it is also granted final decision-making authority, which represents a highly authorized Compensation Committee system among TPEx-listed companies, positioning Co-Tech as a leading benchmark for corporate governance among local companies in Taiwan. The oversight of the Compensation Committee extends to the compensation of the Chairman, all senior executives, and managers, as well as the Company’s employee incentive and profit-sharing plans.

1. Composition of the Compensation Committee

   (1) The committee shall consist of at least three members, all of whom must be independent directors. This requirement ensures the independence, professionalism, and impartiality of the committee while mitigating the risk of potential conflicts of interest between the committee members and the Company.

   (2) Members of the committee are nominated by the Chairman and appointed upon approval by the Board of Directors. The term of office shall commence from the date of appointment and end upon the expiration of the current term of the Board of Directors. In the event of a change in membership, the successor shall serve until the original term expires.

   (3) The term of the Compensation Committee members shall be concurrent with the term of the Board of Directors that appointed them.

   (4) If the number of committee members falls below three due to resignation or removal for any reason, the Board of Directors shall convene within three months from the date of occurrence to appoint new members to fill the vacancies.

   (5) Upon the appointment or change of committee members, the Company shall complete the public announcement and filing on the information reporting website designated by the competent authority within two days from the date of occurrence.

   (6) The administrative and secretarial operations of the committee shall be handled by the Finance Department.

   (7) The professional qualifications and independence of the committee members shall comply with Articles 5 and 6 of the Regulations Governing the Appointment and Exercise of Powers by the Compensation Committee.

2. Duties and responsibilities of the Compensation Committee and its annual work items:

   The Committee shall exercise the due care of a good administrator and faithfully fulfill the following functions and powers while submitting its recommendations to the Board of Directors for discussion.

(1) Periodically review the Remuneration Charter and propose recommendations for amendments.

(2) Establish and periodically review the policies, systems, standards, and structures for the performance evaluation and remuneration of directors and managerial officers.

(3) Evaluate and determine the specific remuneration packages for directors and managerial officers.

(4) Determine the performance evaluation, compensation, and remuneration of directors and managerial officers by referencing prevailing industry standards while considering the rationality of their correlations with individual performance, the Company's business performance, and future risks.

(5) Refrain from guiding directors and managerial officers to engage in activities that exceed the Company's risk appetite for the purpose of pursuing higher remuneration.

(6) Determine the proportion of bonuses to be distributed to directors and managerial officers based on their short-term performance and the timing of payment for certain variable compensation and remuneration items by taking into consideration industry characteristics and the nature of the Company's business.

(7) The term "remuneration" as used in the preceding paragraph includes cash compensation, stock options, profit-sharing, retirement benefits or severance pay, various allowances, and other measures with substantial incentives. The scope of remuneration shall be consistent with remuneration for directors and managerial officers as stipulated in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

(8) A member of the Committee, who is involved in any of the following circumstances, shall recuse themselves from voting on a specific proposal:

A. If the committee member, or the legal person represented by the committee member, has a personal interest in the matter that may conflict with or prejudice the interests of the Company.

B. If the committee member deems it necessary to recuse him/herself from the proceedings.

C. In the event that the committee is unable to reach a resolution due to the aforementioned provisions, the matter shall be reported to the Board of Directors, which shall then deliberate and make the final resolution.

3. Operation of the Compensation Committee

(1) Information on members of the Compensation Committee

February 28, 2026

Identity (Note 1)	Criteria / Name	Professional qualifications and experience (Note 2)	Status of independence (Note 3)	Number of other public companies in which the individual is concurrently serving as a member of the Compensation Committee
Independent Director	Wang Lii-Gang (Convener)	Please refer to “2. Disclosure of information on the professional qualifications of directors and independence of independent directors” on page 9.		None
Independent Director	Liang Yann-Ping			None
Independent Director	Ho Chien-Lung			None
Independent Director	Tseng Huan-Hsiung			None

Note 1: Specify in the table the relevant years of work experience, professional qualifications and experience, and status of independence for each member of the Compensation Committee. If the committee member is an independent director, a note may be added referring to the relevant section for directors and supervisors. For "Status," please indicate as either “Independent Director” or “Others” in the “Status” column (if the committee member is the convener of the committee, please add a note).

Note 2: Professional qualifications and experience: Specify the professional qualifications and experience of each member of the Compensation Committee.

Note 3: Status of independence: Specify the status of independence status for each member of the Compensation Committee, including but not limited to the following: whether the committee member, his/her spouse, or any of his/her relative within the second degree of kinship serves as a director, supervisor, or employee of the Company or its affiliates; the number and percentage of shares held in the Company by the committee member, his/her spouse, or any of his/her relatives within the second degree of kinship (or held in the name of others); whether the committee member serves as a director, supervisor, or employee of a company that has a specific relationship with the Company (as defined in Article 6, Paragraph 1, Subparagraphs 5 to 8 of the Regulations Governing the Appointment and Exercise of Powers by the Compensation Committee of Companies Listed on the Stock Exchange or the Taipei Exchange); and the amount of compensation received by the committee member for providing commercial, legal, financial, or accounting services to the Company or its affiliates in the most recent two years.

Note 4: For the method of disclosure, please refer to the sample template for the best practice provided on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

(2) Information on the operation of the Compensation Committee

A The Compensation Committee convened a total of five meetings (A) in the most recent year (2025). The attendance of the committee members is listed as follows:

Position	Name	Attendance in person (B)	Attendance by proxy	Actual attendance rate (%) (B/A) (Note)	Remarks
Convener	Sun Chin-Su	2	0	100%	Resigned on June 23, 2025
Member	George Chen	2	0	100%	Resigned on June 23, 2025
Member	Hsieh Fa-Jung	2	0	100%	Resigned on June 23, 2025
Convener	Wang Lii-Gang	3	0	100%	Assumed office on June 23, 2025
Member	Liang Yann-Ping	3	0	100%	Assumed office on June 23, 2025
Member	Ho Chien-Lung	3	0	100%	Assumed office on June 23, 2025
Member	Tseng Huan-Hsiung	2	1	66.67%	Assumed office on June 23, 2025

Other matters requiring disclosure:

I. Proposals discussed by the Compensation Committee are listed as follows:

Date of committee meeting	Content of proposal	Resolution	The Company's actions in response to the Compensation Committee's opinions
February 21, 2025	1. The Company's distribution of employee and director remuneration for 2024, submitted for deliberation.	Approved unanimously by all committee members	Submitted to the Board of Directors and approved by all directors
	2. Discussion on the Board of Directors' 2024 Governance Evaluation scores, submitted for deliberation.		
	3. Amendment to certain provisions of the Articles of Incorporation, submitted for deliberation.		
May 9, 2025	1. Discussion on the Company's 2025 incentive and reward plan, submitted for deliberation.		
June 23, 2025	1. Election of the convener and meeting chair of the Compensation Committee, submitted for discussion.		
August 27, 2025	1. Discussion on the proposed annual compensation of the Company's current Chairman, submitted for deliberation.		
	2. Transfer of treasury shares to employees for subscription, submitted for deliberation.		
November 6, 2025	1. Principles for the distribution of year-end bonuses and the performance bonus proposal for 2025, submitted for deliberation.		
	2. Appointment of the Chief of Front-end Technology Development Division, submitted for deliberation.		
	3. Discussion on the Compensation Committee's Annual Work Plan for 2026, submitted for deliberation.		

II. If the Board of Directors does not adopt or modifies the recommendations of the Compensation Committee, the date and session of the Board of Directors' meeting, the content of

proposal, the resolution of the Board of Directors, and the Company's actions in the response to the Compensation Committee's opinions shall be specified (if the remuneration approved by the Board of Director is better than that recommended by the committee, the difference and the reasons thereof shall be specified): None. III. If a committee member has a dissenting or qualified opinion on the resolutions of the Compensation Committee, or there is a record or a written statement on such resolutions, the date and session of the Compensation Committee meeting, the content of the proposal, the opinions of all committee members, and the Company's reactions in response to the committee members' opinions shall be specified: None.

Note: (1) For members of the Compensation Committee who resigned before the end of the year, the date of resignation shall be specified in the "Remarks" column. The actual attendance rate (%) shall be calculated based on the number of Compensation Committee meetings held during their respective term of office and their actual attendance.

(2) If a re-election of members of the Compensation Committee occurred before the end of the year, both the outgoing and newly elected committee members shall be listed. The "Remarks" column shall specify whether the individual is outgoing, newly elected, or re-elected, along with the date of the re-election. The actual attendance rate (%) shall be calculated based on the number of Compensation Committee meetings held during their respective term of office and their actual attendance.

- **Growth Strategy Committee**

To strengthen and accelerate the Company's growth, the Growth Strategy Committee was established in June 2025. Authorized by the Board of Directors, the Committee guides the Company's growth strategy, pre-examines the Company's major investment projects, and periodically reports its resolutions to the Board of Directors.

According to the Co-Tech Development Corp. Organizational Charter of the Growth Strategy Committee, the Committee shall convene at least once every six months. In 2025, the Growth Strategy Committee held one meeting in total.

1. Information on the operation of the Growth Strategy Committee

(1) The Growth Strategy Committee consists of four members (including four independent directors).

(2) Term of office for the current members: June 23, 2025 to June 23, 2028. The Growth Strategy Committee convened a total of 1 meeting (A) in the most recent year (from 2025 to February 28, 2026). The attendance of committee members is as follows:

Position	Name	Attendance in person (B)	Attendance by proxy	Actual attendance rate (%) (B/A)	Remarks
Convener	Ho Chien-Lung	1		100%	
Committee member	Liang Yann-Ping	1		100%	
Committee member	Wang Lii-Gang	1		100%	
Committee member	Tseng Huan-Hsiung	0		0%	

2. Key discussion highlights of Growth Strategy Committee meetings in the most recent year (from 2025 to February 28, 2026)

Date of committee meeting	Key discussion highlight	Resolution
2025.11.21	Discussion on feedback and recommendations regarding the copper solution development strategy.	All members of the Committee engaged in discussions and provided recommendations to the management team for their reference.

(V) The State of the Company's Promotion of Sustainable Development

1. The State of the Company's Promotion of Sustainable Development, Any Variance from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the Reason for Any Such Variance

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
I. Does the Company have a governance structure that promotes sustainable development, and establish a dedicated (or concurrent) unit in charge of promoting sustainable development? Does the Company's Board of Directors authorize the management to handle relevant matters and how does the Board of Directors supervise relevant matters?	v		1. The Board of Directors serves as the highest governance body for sustainable development issues and is responsible for reviewing and supervising the development of strategies and policies. 2. In 2022, the Company established the ESG Promotion Team, which is taken charge by Plant Chief. Along with mid and senior level management of different departments, Lu reviews the core operational competence of the Company, and identifies sustainability issues that concern the operation and stakeholders via meetings. Yearly plans shall be devised and implemented. Follow-ups on the implementation results are performed to ensure sustainable development strategies are fully implemented in the Company's routine operation. 3. The Board of Directors of the Company regularly listens to the team's report (including ESG report) and strategy every quarter. The Board of Directors must evaluate the feasibility of these strategies and review the progress of the strategy. If necessary, the team must be reminded to adjust. 4. The 2024 Sustainability Report was submitted to the Board of Directors on August 8, 2025 to report the implementation results for 2024. The content of the report is as follows: (1) Goals, policies, and action plans for sustainability-related issues (2) Supervision of the implementation of sustainable operations and	No deviation

<table>
<tr><th rowspan="2">Item</th><th colspan="3">Implementation status (Note 1)</th><th rowspan="2">Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>evaluation of the implementation status.
5. The 2025 Sustainability Report is scheduled for completion by the end of August 2026, and then submitted to the Board of Directors before being officially filed and publicly disclosed. The same procedure will be followed for the preparation and filing of annual sustainability reports in years to come.</td><td></td></tr>
<tr><td>II. Does the Company conduct risk assessments on environmental, social, and corporate governance (ESG) issues related to its operations based on the materiality principle, and has the Company formulated relevant risk management policies or strategies ? (Note 2)</td><td>v</td><td></td><td>The scope of risk assessment is mainly in Taiwan. The Corporate Governance Department analyzes and evaluates material ESG issues based on the principle of materiality, and formulates relevant risk management policies or strategies as follows:
<table><tr><th>Material topic</th><th>Risk assessment item</th><th>Description</th></tr><tr><td>Environment</td><td>Environmental Impact and Management</td><td>1. Use the TCFD framework to construct the Company's potential risk identification process.
2. Regular inventory of greenhouse gas (GHG) emissions in accordance with ISO 14064-1 to examine the impact on the Company's operations. Based on the results of carbon inventory, we continue to implement carbon reduction measures to effectively reduce the risk of Scope 1 emissions and the indirect</td></tr></table></td><td>No deviation</td></tr>
</table>

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<tr><th rowspan="2">Item</th><th colspan="3">Implementation status (Note 1)</th><th rowspan="2">Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td></td><td></td><td>emissions of Scope 2 GHG caused by the use of electricity.</td></tr>
<tr><td>Society</td><td>Occupational safety</td><td>1. The ISO 45001 Occupational safety and health management system has been promoted.
2. Regular fire drills and industrial safety education and training are held every year to cultivate employees' abilities in emergency response and self-safety management.</td></tr>
<tr><td>Corporate governance</td><td>Strengthen the functions of the Board of Directors</td><td>1. Plan relevant continuing education topics for directors, and provide directors with the latest laws and regulations, system development, and policies every year.
2. Purchase director liability insurance for directors to protect them from litigation or claims.</td></tr>
</table>
</td><td></td></tr>
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Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
			Stakeholder communication: 1. To prevent the stakeholders from having different positions from the Company, causing misunderstandings and causing litigation risks, the Company analyzes the key stakeholders and the important issues of concern every year. 2. Establish various communication channels, communicate actively, and reduce confrontation and misunderstanding. The Company has set up an investor mailbox, and the spokesperson is responsible for handling and responding.	
III. Environmental issues (I) Has the Company established an appropriate environmental management system based on its industry characteristics?	v		1. The Company has established the environmental management system based on ISO 14001 for all plants and sought third party certification consistently. On December 3, 2019, the Company obtained the certification of ISO 14001:2015 (CNS14001:2016), which remains valid until October 7, 2028. 2. The waste gas and sewage generated by the Company's production have been treated with pollution prevention equipment and have not caused pollution, and have passed the environmental protection certification documents provided by the ISO 14001 certified laboratory in order to reduce possible risks.	No deviation
(II) Is the Company committed to improving energy	v		The Company consistently seeks to enhance the utilization efficiency of	No deviation

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
efficiency and using recycled materials with low impact on the environment?			various resources, e.g., reuse of envelops and kraft paper bag for document delivery. The raw materials used are compliant with the provisions of Restriction of Hazardous Substances Directive (RoHS) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). Furthermore, the relevant units proactively recycle and reuse materials and reduce the pollution from production processes so as to curtail the environmental impact.	
(III) Does the Company evaluate the potential risks and opportunities posed by climate change to the Company at present and in the future, and take relevant countermeasures?	v		1. The Company pays close attention to climate change issues, and therefore requests employees to adopt certain practices in their routine, e.g., double-sided printing, placing recycle boxes by the photocopying machines to encourage the use of recycled papers. The Company also encourages employees to adopt electronic means for document or correspondence exchange so as to reduce paper use. 2. The Company adopts energy conserving LED lightings. Employees have also been answering the call of the Company in turning off unused lighting and adopting conserving energy measures so as to alleviate global warming.	No deviation
(IV) Has the Company compiled statistics on greenhouse gas emissions, water consumption, and waste weight for the past two years, and formulated policies for greenhouse gas reduction, water reduction, and other waste management?	v		Every year, the Company compiles statistics on GHG emissions, water consumption and total weight of waste, which are tabulated for review. The Company With a steadfast commitment to environmental protection and consumption reduction policies, the Company has set annual energy-saving target of 1% reduction in electricity consumption. From 2024 to 2025, the Company achieved an average electricity saving rate of 3.23%. Please refer to the Company's website for more details on the Company's environmental protection policies.	No deviation
IV. Social issues			The Company has established comprehensive internal regulations,	No deviation

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
(I) Has the Company formulated relevant management policies and procedures in accordance with relevant laws and international human rights conventions?	v		including the Work Rules, the Measures for Preventing and Disciplining Sexual Harassment in the Workplace, the Occupational Safety and Health Work Code, the Plan for Preventing Diseases Triggered by Exceptional Workloads, the Maternal Health Protection Management Procedures, and the Plan for Preventing Unlawful Infringement during the Performance of Duties in accordance with labor laws, human rights conventions, and occupational safety and health regulations, with the aim of safeguarding employee rights and ensuring their health and safety. In addition to the Compensation Committee, the Company has established the Labor-Management Coordination Committee to serve as a bridge for communication between employees and the Company, where two-way channels of communication, such as policy dissemination and solicitation of employee feedback, are adopted. The protection of employee rights and the implementation of welfare systems are carried out in accordance with applicable laws and regulations.	
(II) Has the Company established and implemented reasonable employee welfare measures (including compensation, leave, and other benefits), and do they appropriately reflect business performance or result in employee compensation?	v		1. The employee remuneration policy is implemented in accordance with the Company's Work Rules, Regulations for Employee Benefits and Subsidies, and Measures for Performance Appraisal. In addition, as per the Articles of Incorporation, for each profitable year (referring to pre-tax profit before the allocation of employee remuneration and director remuneration), the Company shall allocate no less than 1% of such profit as employee remuneration. Of the aforementioned employee remuneration, no less than 20% shall be appropriated to entry-level employees. Employee remuneration for 2024 has been fully disbursed in 2025. 2. Employee welfare measures: The Company has established Staff Welfare Committee, to plan and provide welfare benefits for	No deviation

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
			employees, e.g., employee retreat, scholarship, birthday gift vouchers, wedding subsidy, child subsidy, bereavement subsidy, hospitalization consolation money and festival celebration activities. The Company has also provided group insurance, free medical checkup and dining subsidy. As for the leave system, the Company has provided annual leave in accordance with Labor Standards Act, as well as childcare leave, sick leave and compassion leave. If employees require a long period leave, they may apply for sabbatical leave to accommodate personal and family care needs. Diversity at workplace and equal rights allow both genders entitled to equal pay and opportunity for promotion. 3. The Company seeks to protect employee rights and provide welfare for them. For facilities wise, the Company provides free parking, breastfeeding rooms, staff cafeteria and staff dormitories for the basic needs of employees. For the physical and mental well-being of employees, the Company arranges for yearly medical checkups, doctors coming to the plants to provide medical services, and health seminars.	
(III) Does the Company provide employees with a safe and healthy work environment and regularly conduct regular safety and health training for employees?	v		1. The Company is committed to providing a safe and friendly working environment and basic protection for employees. Fostering a good workplace and protecting employee occupational safety and health are the primary responsibilities of the Company. 2. The Company regularly provides relevant training to employees. By holding simulations for emergency circumstances, the Company trains employees for evacuation and response capability, as adequate knowledge and preparation beforehand can reduce the risk of personnel injury.	No deviation

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
			3. The Company has further established Occupational Safety and Health Committee in accordance with occupational safety and health regulations. The Company also consistently acquires the certification for ISO14001:2015 environmental management system and international standard certification for ISO 45001:2018 occupational safety and health management system. Based on the control of working environment and operational hazard, the Company performs an operational environmental examination every half a year and arranges for its employees to receive medical checkup once a year, which is beyond the regulatory requirement, as a preventive management measure for occupational disease. For tasks with special health hazards involving noise, the Company shall follow up and provide the necessary healthcare consultation and guidance individually so as to help employees monitor their own health. No occupational accidents or fire incidents occurred in 2025. 4. Through labor representative consultation and participation in the Occupational Safety and Health Committee, the Company promotes the prevention of occupational hazards at workplaces, regulates machine operations, educates and trains personnel to comply with safety rules, safety protection for machinery and facilities and safety signs in English and Chinese. The Company also requires employees to comply with the requirement to wear appropriate personal protective equipment at workplaces, and puts up posters on the bulletin board to remind employees to pay attention to workplace safety. The construction safety personnel of the Company shall establish inspection plan. The personnel shall	

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
			produce a report and review every item of the inspection results for every quarter, as well as following up on improvement measures pertaining each weakness found. Occupational safety and health inspections in 2025 were as follows: (1) Construction safety is inspected more than four times per month. (2) Fire extinguishing equipment is inspected once every three months. (3) Safety facility is inspected more than four times per month. (4) Occupational safety and health performance indicators are checked once every 3 months (5) Employee general and special health examinations are performed once a year. 5. From time to time, the Company's occupational safety personnel visits production sites of each factory to inspect the operating environment and production equipment safety, the content and requirements of the inspections include: (1) Improve the operating environment, strengthen equipment safety fencing protection and automated equipment, use of appropriate personal protective equipment for personnel in the workplace, and safety labels in English and Chinese for equipment to reduce the incidence of occupational hazards. (2) Depending on job requirements, every specialized operator shall partake in training to obtain qualifications, and regularly receive reinforcement training to obtain the relevant knowledge and skills. In 2025, a total of 707 participants attended safety training	

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
			courses, involving 6,295 hours of training in total.	
(IV) Has the Company established effective career development and training programs for employees?	v		In accordance with the job descriptions, the Company has planned complete functional training for supervisors and employees at all levels, including new employee orientation training, professional training, supervisor training, etc., to assist employees in continuous learning and growth through diversified learning methods. The Company also arranges for relevant personnel to attend external professional training courses according to the training plans or needs proposed by supervisors, in order to develop employees' professional key abilities. In 2025, a total of 85 participates attended external training courses, whereas internal training courses were attended by 3,002 participants in total. For employee performance appraisal each year, supervisors shall discuss and formulate individual competence development planning with employees. By regular review and feedback, they assist the employees in devising the best vocational competence development planning.	No deviation
(V) Does the Company comply with applicable laws and international standards regarding issues, such as customer health and safety, customer privacy, as well as marketing and labelling of products and services? Has the Company formulated relevant policies and complaint procedures to protect consumer or customer rights and interest?	v		The Company has always been compliant with the relevant regulations and international standards. No violations of marketing and information labeling of products and services have occurred. When selling products to customers, the Company shall provide SGS report indicating compliance with RoHS or REACH regulations. Furthermore, the Company also assists customers in their compliance with RoHS or REACH regulations and inspection on other specified hazardous substances. To protect consumer rights and fulfil responsibility for its products, the Company shall make information disclosure on its existing and new products in written catalogues and on the Company website. Customers are able to refer to the information at any time. The Company shall also establish the stakeholder	No deviation

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
			communication channel, and formulate the Procedures for Handling Customer Complaints, the Procedures for Customer Satisfaction Surveys, and other after-sale services.	
(VI) Has the Company established a supplier management policy requiring suppliers to comply with regulations on environmental protection, occupational safety and health, or labor rights? What is the status of implementation of this policy?	v		In accordance with the provisions of ISO14001/ISO45001, the Company has established the Procedures for Procurement Management and the Procedures for Supplier Management to manage suppliers and strictly require them to impose quality control, as well as complying with safety and health regulations and labor laws. If any violation is noted, the Company shall require the supplier in question to make improvement within a period of time.	No deviation
V. Does the Company reference international reporting rules or guidelines when preparing sustainability reports and other reports for disclosing non-financial information? Does the Company obtain assurance or guarantee opinion from a third-party verification body for the aforementioned reports?	v		The Company has begun to collect relevant information and prepare the sustainable development report. According to laws and regulations, the Company's report is not required to obtain the confirmation or assurance of a third-party verification unit.	No deviation
VI. If the Company has established its own sustainable development best practice principles in accordance with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, specify the differences between the implementation of the aforementioned principles and the established principles: The Company has established our own Sustainable Development Best Practice Principles. In addition to making timely revisions in accordance with relevant laws and regulations, the Company also actively participates in environmental protection, social services and outreach, and sponsorship of public welfare activities, with a view to fulfilling our corporate social responsibility through concrete actions. There are no discrepancies between the implementation of the aforementioned principles and the established principles.				
VII. Other important information that facilitates understanding of the implementation of sustainable development at the Company: (I) Environmental protection: The Company obtained ISO 14001: 2015 version (CNS 14001:2016) certificate on December 3, 2019, which remains valid until October 7, 2028. The waste gas and sewage generated by the Company's production have been treated with pollution prevention				

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	

equipment and have not caused pollution, and have passed the environmental protection certification documents provided by the ISO 14001 certified laboratory in order to reduce possible risks.

(II) Community engagement: Every year, the Company regularly assists and participate in the community traditional festival held by Zhonghe Shrine Bei-Ji-Hsuan-Tian Deity.

(III) Social contribution, social service, social welfare: The Company has donated various charity activities from time to time, such as: nursery schools, and held joint employee donations and reliefs for emergencies from time to time to fulfill social responsibilities.

(IV) Consumer rights: In terms of consumer rights protection, although the Company does not have products under its own brand, general consumers do not access the product sales directly, and there has been no consumer dispute since the establishment. The Company has always valued the rights and opinions of consumers very much. In order to ensure the interests of consumers' information access and opinions, the Company has set up relevant e-mails and hotlines to reflect opinions on the Company's website.

(V) Human rights: The Company upholds the principle of equal opportunities and recruits employees through an open selection process. The Company hires talents, regardless of their race, gender, age, religion, nationality or political tendencies. In terms of employment, the Company hires the right people for the right positions and affirms the contribution of diversified talents. The Company strictly prohibits any discrimination, inequality and sexual harassment in the workplace and has established relevant management methods and complaint hotlines to maintain a safe and healthy working environment.

(VI) Safety and health:

1. Safety and health policy: Since the establishment, the Company has deeply understood that employees and supplier partners are the most important assets in the sustainable development of the Company. Therefore, during the process of the research and development (R&D), manufacturing, testing, and sales for products, not only safety and health regulations and other relevant requirements are met, but also continuous improvement should be made to avoid the occurrence of unsafe conducts, environments and equipment, prevent occupational disasters, and fulfill the responsibility of ensuring the safety and health of employees; The ISO 45001: 2018 version certificate was obtained on January 11, 2022, and the certificate is valid until January 10, 2028. The Company is committed to:
   (1) Complying with safety and health laws and related regulations.
   (2) Ensuring that all employees actively participate in safety and health activities.
   (3) Protecting the safety and health of all employees and all personnel entering the Company.
   (4) Continuously improving the safety and health management system and management performance.
   (5) Preventing the occurrence of work-related injuries or unhealthy accidents.

Item	Implementation status (Note 1)			Deviations to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and their Causes
	Yes	No	Summary	
(6) Communicating safety and health policies and issues to employees and related personnel. 2. Provide a safe employment environment for workers, which is the responsibility of the Company to safeguard the safety of employees. In order to improve safety and health performance, the Company has actively promoted various management plans in order to achieve the ultimate goal of zero disasters.				

Note 1: If "Yes" is selected for implementation status, please provide specific details regarding the key policies, strategies, and measures adopted, as well as their implementation status. If "No" is selected for implementation status, explain the deviations and reasons in the "Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof" column and outline plans for adopting relevant policies, strategies, and measures in the future. However, regarding Items 1 and 2, the Company's governance and supervision framework for sustainable development, including but not limited to management policies, the formulation of strategies and objectives, and review measures, shall be specified. In addition, the Company's risk management policies or strategies regarding environmental, social, and corporate governance (ESG) issues related to operations, as well as the assessment of these policies or strategies.

Note 2: The materiality principle refers to environmental, social, and corporate governance (ESG) issues that have a significant impact on the Company's investors and other stakeholders.

Note 3: For the method of disclosure, please refer to the sample template for the best practice provided on the website of the Corporate Governance Center of the Taiwan Stock Exchange

2. Climate-Related Information of TWSE/TPEx Listed Company

(1) Implementation of climate-related information

Item	Implementation
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	The Board of Directors is the highest governance unit for the management of climate-related risks and opportunities. It is responsible for reviewing and supervising the development of strategies and policies, setting carbon reduction goals and disclosing climate-related financial information in accordance with the government's carbon reduction plan. The Company incorporates the possible impact of climate change into overall business operations, estimates the extent of risks and impacts, and establishes a response mechanism. When adapting to climate change, it also considers the Company's competitiveness to grasp business opportunities. The Board of Directors has approved the GHG inventory and verification schedule of the parent company and subsidiaries in accordance with the Corporate Governance Blueprint 3.0.
2. Describe how the identified climate risks and opportunities affect the business, strategy and finances of the Company (short, medium, and long term). 3. Describe the financial impacts of extreme climate events and transition actions. 4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	In the face of climate change caused by the greenhouse effect, frequent natural disasters may cause power or water cuts in the factory areas, which will lead to potential financial impacts such as reduced revenue, increased operating costs, and reduced asset value. Aiming to reduce the impact on the operation, we have identified the following types of risks based on the legal, physical and economic aspects, with reference to the TCFD Guidelines, the Global Risk Assessment Report, the Taiwan Climate Change Research Report for 2050, and considering the actual conditions of the markets where we operate:

Risk		Potential financial impact of risk		Opportunity	Potential financial impact of opportunity	Risk response measures
Transition risk	Policies and regulations	Introduce carbon border tax	Increase of operating costs	Adopt low-carbon energy and enhance energy substitution/diversification	Lower operating costs	1. Participate in domestic legal seminars and trainings, continue to pay attention to domestic and international trends and developments, such as the regulatory requirements of ESG, carbon neutrality and carbon trading mechanism, and prepare for GHG inventory and inspection. 2. Follow the ISO14064-1 environmental management system to improve energy efficiency, save energy and reduce carbon emissions. 3. Continue to implement ISO14001 as planned. 4. Installation of solar photovoltaic system on the roof of self-built factory buildings. 5. Continuous monitoring to correct abnormal water consumption in real time, reduce waste, and ensure the adequacy of water pipes and water circulation equipment in the plant. 6. Gradually replace the energy-saving LED light bulbs in the production area.
		Carbon Fee Collection	Increase of operating costs	Establish green power equipment	Increase in asset value	
		Renewable Energy Development Act (Provisions for Large Power Users) - Relevant expenditures in compliance with regulations	Increase of operating costs	Improve production process efficiency and reduce resource consumption	Increase in operating revenue	
		Water consumption charge	Increase of operating costs	Enhance water use management and improve the efficiency of water utilization per unit	Lower operating costs	
	Market	Failure to meet customer needs due to changes in market trends	Decrease in operation	Use of energy-saving and environment-friendly materials	Increase in operating revenue Increase in operating cost	1. Recycle and reuse the packaging materials (wooden boxes and pallets). 2. Develop green products in line with market trends.
	Company reputation	Financial institutions		Actively participate in domestic and foreign	Increase in operating revenue	

Item	Implementation

		may raise loan interest rates to high-carbon industries	Increase of operating costs	energy conservation and carbon reduction initiatives, promote various carbon reduction measures in line with national policies, and enhance goodwill		Actively participate in international sustainability ratings and continue to refine ESG-related sustainability strategies to increase market recognition.
Physical risk	Immediacy	Increased typhoon intensity and extreme rainfall cause flooding	Increase in capital expenditure and decrease in operating revenue (interruption of production)	Enhance resilience and adaptability to extreme climate disasters	Improve climate resilience and reduce business interruption and possible losses to the Company	1. Establish an emergency response organization to respond immediately and reduce disaster losses. 2. Regularly check the pumps, and set up an emergency power generation system and a water storage system in case of emergency. 3. Regular dredging measures to ensure the stable production of the process in case of natural disasters. 4. Strengthen contingency measures for typhoon prevention, accelerate the drainage speed of the plant area, and reduce the risk of flooding due to heavy rains.

Transition risk: In response to the market complexity and impact caused by climate change, it is necessary to adjust through changes in the supply and demand structure. The adjustment methods include changes in policies, laws, technology and market, in order to mitigate and adapt to the needs of climate change.
Physical risks: The actual risks brought about by long-term climate changes and immediate extreme weather disasters may cause direct impacts to the industry and interruptions to the supply chain.

Explanation of evaluation principles:

	Urgency	Probability of occurrence	Severity of impact	Risk and opportunity assessment results and management principles
1	Short-term (1-3 years)	High	High	The risk is listed as a short-term risk that must be managed and controlled through the actions of each department.
		Medium	Medium	Evaluate the future development before deciding how to handle the matter.
		Low	Low	Not processed for the time being.
2	Medium-to-long term (3-10 years)	High	High	Evaluate the probability of occurrence and the degree of impact to determine if they are appropriate for the short-term risk.
		Medium	Medium	Evaluate the future development before deciding how to handle the matter.
		Low	Low	Not processed for the time being.

Impact: High impact means a large financial cost or capital expenditure; medium impact means medium financial cost or capital expenditure; low impact means a small financial cost or capital expenditure.
Probability: Short-term: frequent occurrence within three years; medium-term: at least once every three to five years or likely to occur; long-

Item	Implementation
	term: probability of occurrence after five years. **Description of the possible financial impact from the TCFD risk impact assessment**

	Type of risk	Impact on Co-Tech	Subsequent financial calculation requirements
1	Transition risk: Increase in cost of raw materials	The raw material suppliers are experiencing shortages due to climate change. The supply of raw materials exceeds the demand, which increases the procurement cost and the manufacturing cost.	1. Raw materials and items that may be affected and the extent of the impact. 2. Affected products and scope. 3. Influence starting time.
2	Transition risk: Supply chain carbon reduction requirements	With the rising awareness of environmental protection, the market will pay more attention to energy-saving and carbon reduction products, and the R&D department will need to devote more resources to research, resulting in an increase in operating costs.	1. Cost of sustainable operation planning. 2. Costs of alternative solutions.
3	Physical risk: Increased severity of extreme weather events such as hurricanes and floods	Extreme climates increase the chance of hurricanes or showers, which may cause flooding of the plant or nearby communities, hinder transportation from the plant, lead to shutdowns, reduce revenue, and increase costs.	1. Cost of sustainable operation planning. 2. Cost of alternatives
4	Transition risk: EU Carbon Border Adjustment Mechanism (CBAM) amendment related laws and regulations	The world has set a net zero emission target. After COP27, it is expected that the world will reach the peak of carbon emissions in 2025. The relevant laws and regulations will have higher requirements for carbon reduction, which makes it necessary to adopt more low-carbon technology transformation and development, and the overall improvement of technology will lead to higher costs.	1. Low-carbon technologies lead to an increase in the overall cost. 2. Equipment renewal leads to the overall cost increase.

Item	Implementation
5. If scenario analysis is employed to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and major financial impacts used shall be described.	To further evaluate organizational resilience, the following three scenarios were considered to evaluate possible carbon reduction strategies: ● BAU (business as usual): Indicates the worst-case scenario where no change is required. ● 2°C: Based on the simulation scenario developed by the International Energy Agency (IEA) within 2°C of global warming. ● 1.5°C: Based on the simulation scenario developed by the International Energy Agency (IEA) that the global warming is within 1.5°C. It is the most aggressive carbon reduction target, indicating that it will seek more aggressive carbon reduction practices. Due to the active deployment of low-carbon transformation, higher transformation costs will be invested in the initial stage, but it will have the highest and long-term competitive advantage. More and faster efforts are required to exceed 2°C, and the goal is to achieve net zero emissions by 2050.

Risk/Opportunity	Description	Risk and opportunity assessment under different scenarios		
		2°C	1.5°C	Implications for Co-Tech
Risks	Rising raw material costs	Cost increase: ++	Cost increase: ++	Changes in the increase in costs under different scenarios may not be significant
Risks	Extreme weather events such as hurricanes and floods Increased severity	Cost increase: +	Cost increase: +	Changes in the increase in costs under different scenarios may not be significant
Risks	Sea level rise	Cost increase: ++	Cost increase: +	Changes in the increase in costs under different scenarios may not be significant

Item	Implementation				
	Opportunity	Accelerate corporate carbon reduction and strive for carbon credit amount	Cost increase: +++ Increase in revenue: ++	Cost increase: ++ Increase in revenue: ++	Costs increase as climate action grows, but the long-term benefits are greater.
	Opportunity	Slow down the expansion of production capacity and improve the business structure	Cost increase: ++ Increase in revenue: +	Cost increase: ++ Increase in revenue: +	Changes in the increase in costs under different scenarios may not be significant
	Opportunity	Promote the development of the green energy industry, enhance corporate energy saving	Cost increase: +++ Increase in revenue: ++	Cost increase: ++ Increase in revenue: ++	Costs increase as climate change accelerates, but long-term benefits are greater.
	Explanation of impact scope: +++High impact, ++Medium impact; +Low impact				
6. If there is a transition plan in response to the management of climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	None				
7. If internal carbon pricing is used as a planning tool, the basis for price setting shall be described.	None				
8. If climate-related targets are set, the following information, including the activities covered, the scopes of GHG emissions, the planning schedule, and annual progress toward achieving the targets, shall be described. If carbon offsets or renewable energy certificates (RECs) are used to meet these targets, the source and quantity of carbon reduction credits or the number of RECs shall be	None				

Item	Implementation
specified.	
9. GHG inventories and assurance status, as well as reduction targets, strategies, and specific action plans (indicated separately in 1-1 and 1-2).	As shown in the table below.

1-1 The Company's GHG inventory and assurance status in the most recent two years

1-1-1 Information on GHG inventory: Specify GHG emissions (metric tons of CO_2e), intensity (metric tons of CO_2e per NT$ million), and data coverage for the most recent two years.

Year of inventory	2023	2024
Total Discharge	104,357.186	93,718.822
Scope 1	3,129.678	2,626.337
Scope 2	101,227.507	91,092.486
Emission intensity (tons CO2e/NTD million)	16.9	13.8

Note 1: Direct emissions (Scope 1) refer to emissions directly from sources owned or controlled by the Company; energy-related indirect emissions (Scope 2) refer to indirect greenhouse gas emissions resulting from the generation of purchased electricity, heat, or steam; other indirect emissions (Scope 3) refer to emissions produced as a consequence of the Company's activities but occur from sources owned or controlled by other entities, rather than being energy indirect emissions.

Note 2: The scope of information for direct emissions and energy-related indirect emissions shall be handled in accordance with the timeline stipulated by the regulations referred to in Article 10, Paragraph 2 of these Regulations. Information on other indirect emissions may be disclosed on a voluntary basis.

Note 3: GHG inventory standards: The GHG Protocol or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The intensity of GHG emissions can be calculated per unit of product/service or per unit of revenue; however, the data calculated based on revenue (in millions of NT$) must be reported at the very least.

1-1-2 Information on GHG assurance: Specify the status of GHG assurance for the most recent two years and the current year up to the date of publication of this annual report, including the scope of assurance, the assurance institution, the assurance standards applied, and the assurance opinions issued.

Full disclosure of assurance information in the Sustainability Report

Note 1: The aforementioned information shall be handled and provided in accordance with the timeline stipulated by the regulations referred to in Article 10, Paragraph 2 of these Regulations. If the Company is unable to obtain a complete greenhouse gas assurance opinion by the date of publication of this annual report, a note stating "Complete assurance information will be disclosed in the Sustainability Report" shall have to be provided. If the Company does not prepare a sustainability report, the note shall state "Complete

assurance information will be disclosed on the Market Observation Post System," and the complete assurance information shall be disclosed in the annual report for the following year.

Note 2: Assurance bodies shall comply with the relevant regulations for sustainability report assurance bodies established by the Taiwan Stock Exchange Corporation (TWSE) and the Taipei Exchange (TPEx).

Note 3: For the content of disclosure, please refer to the sample template for the best practice provided on the website of the Corporate Governance Center of the Taiwan Stock Exchange

1-2 GHG reduction targets, strategies, and concrete action plans: Specify the base year and its GHG emissions data, reduction targets, strategies, and concrete action plans, as well as the achievement of these reduction targets.

None

Note 1: The aforementioned information shall be handled and provided in accordance with the timeline stipulated by the regulations referred to in Article 10, Paragraph 2 of these Regulations.

Note 2: The base year shall be the year that the inventory is completed based on the boundaries of the consolidated financial statements. For example, according to Article 10, Paragraph 2 of the Regulations, companies with capital over NT$10 billion shall complete the inventory of the 2024 consolidated financial statements in 2025; therefore, the base year would be 2024. If the Company has completed the inventory of the consolidated financial statements ahead of schedule, the earlier year can be used as the base year, and the data for the base year can be calculated by a single year or the average of several years.

Note 3: For the content of disclosure, please refer to the sample template for the best practice provided on the website of the Corporate Governance Center of the Taiwan Stock Exchange

(VI) Implementation of ethical corporate management, and deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and reason thereo

Evaluation item	Implementation status (Note 1)			Deviation and causes of deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Formulation of ethical corporate management policy and programs (I) Has the Company formulated an ethical corporate management policy approved by the Board of Directors, and clearly stated such policies and practices in its internal regulations and external documents, along with the commitment of the Board of Directors and senior management to actively implement these policies?	v		(I) The Company has established the Ethical Corporate Management Best Practice Principles and the Code of Ethical Conduct, and implemented ethical corporate management pursuant to the relevant regulations. Please refer to the Company's website (http://www.co-tech.com).	No deviation
(II) Has the Company established a mechanism for assessing the risk of unethical conduct? Does the Company regularly analyze and evaluate business activities within higher risks of unethical conduct within its scope of business, and formulate a plan accordingly to prevent such conduct, which at least includes preventive measures covering the behaviors listed in Article 7, Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies?	v		(II) The Company's internal website places the Ethical Corporate Management Best Practice Principles and the Code of Ethical Conduct for employees to inquire any time. For new employees, the orientations will especially strengthen the promotion and training to understand the Company's emphasis on ethical conduct.	No deviation
(III) Has the Company clearly defined operating procedures, codes of conduct, disciplinary actions for violations, and a grievance system within its unethical conduct prevention program, and are they implemented effectively, as well as reviewed and	v		(III) If the relevant code of ethical conduct is violated, disciplinary action will be taken according to the Company's rewards and punishments guidelines.	No deviation

Evaluation item	Implementation status (Note 1)			Deviation and causes of deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
revised on a regular basis?				
II. Implementation of ethical corporate management (I) Does the Company evaluate the ethics records of all its business partners, and include ethical conduct clauses in the contracts signed with these partners?	v		(I) The Company has established the Ethical Corporate Management Best Practice Principles and the Code of Ethical Conduct and implemented such pursuant to the relevant regulations. Please refer to the Company's website (http://www.co-tech.com). The Company requires the stakeholders who have business relationships with the Company, such as suppliers and contractors, to observe the same ethical standards as the Company's employees.	No deviation
(II) Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management, and does this unit report the ethical management policies, unethical conduct prevention programs, and the supervision of their implementation to the Board of Directors on a regular basis (at least once a year)?	v		(II) The Human Resources Department is designated as the unit responsible for promoting ethical corporate management, whereas the Internal Audit Office is tasked with overseeing the implementation of ethical corporate management. Reports are presented to the Board of Directors at the frequency prescribed by applicable laws and regulations.	No deviation
(III) Has the Company established a policy to prevent conflicts of interest, provided appropriate reporting channels, and ensured their effective implementation?	v		(III) The Company has a policy to prevent conflicts of interest in place and provides operation status of appropriate statement channels. When there are conflicts of interest in various proposals in board meetings, recusals are conducted, and directors do not participate in the discussion and voting by	No deviation

Evaluation item	Implementation status (Note 1)			Deviation and causes of deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			leaving the meeting.	
(IV) Has the Company established effective accounting and internal control systems to implement ethical management, and designated the internal audit department to develop relevant audit plans based on the results of risk assessments for unethical conduct and audit the status of compliance with unethical conduct prevention programs accordingly? Or has the Company engaged certified public accountants to conduct such audits?	v		(IV) The Company pays attention to ensuring the correctness and completeness of the financial reporting process and control. The internal audit is conducted based on the annual audit plan drawn up by the risk assessment results, and an audit report is prepared and submitted to the Board of Directors.	No deviation
(V) Does the Company organize internal and external training programs on ethical corporate management on a regular basis?	v		(V) The Company promotes the importance of ethics on a regular basis (at least once a year). Hence, internal training was conducted on February 14, 2025.	No deviation
III. Operation of the Company's whistleblowing system (I) Has the Company formulated specific whistleblowing and reward systems, established convenient whistleblowing channels, and assigned appropriate personnel to handle reports against specific subjects?	v		(I) The Company sets up the internal and external complaint communication channels on the website for employees and related personnel to report and complain, and the Company's designated management will handle it in person. If the relevant code of ethical conduct is violated, disciplinary action will be taken according to the Company's rewards and punishments guidelines. (https://www.co-tech.com/tw/ir/company)	No deviation
(II) Has the Company established standard operating procedures (SOPs) for investigating whistleblowing cases, follow-up measures to be taken upon	v		(II) The Company has formulated the Code of Ethical Conducts, the Ethical Corporate Management Best Practice Principles, and the Management	No deviation

Evaluation item	Implementation status (Note 1)			Deviation and causes of deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
completion of the investigation, and relevant confidentiality mechanisms?			Guidelines for the Prevention and Control of Sexual Harassment in the Workplace. The Company keeps the reported matters absolutely confidential.	
(III) Has the Company implemented measures to protect whistleblowers from improper treatment due to their report?	v		(III) The Company keeps the reported matters absolutely confidential and protects the informant from being improperly treated due to the report.	No deviation
IV. Enhancement of information disclosure Does the Company disclose the content of its ethical corporate management best practice principles and the effectiveness of promoting these principles on its corporate website and MOPS?	v		The relevant regulations and information of the ethical corporate management are placed on the internal website of the Company for employees to inquire any time; the Code of Ethical Management is also placed on the Company's internal website to remind employees of their own conducts and ethics all the time.	No deviation
V. If the Company has established its own ethical corporate management best practice principles in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, specify the differences between the implementation of the aforementioned principles and the established principles: The Company has established the Ethical Corporate Management Best Practice Principles and the Code of Ethical Conduct. All employees, managers, and members of the Board of Directors strictly adhere to these principles and related regulations. There are no deviations between the operation of the aforementioned principles and regulations and the established principles.				
VI. Other important information that facilitates understanding of the operation of ethical corporate management at the Company (e.g., review and amendment of the Company's ethical corporate management best practice principles): None.				

Note 1: Regardless of whether "Yes" or "No" is selected for implementation status, a detailed description shall be provided in the "Summary" column.

(VII) Other information that facilitates the understanding of the Company's corporate governance should also be disclosed: None

(VIII) Internal Control System Execution Status

1. Internal Control System Statement

CO-TECH DEVELOPMENT CORP.

Internal Control System Statement

Date: March 06, 2026

For the Company's Internal Control System of 2025, based on the results of self-assessment, the following is hereby declared:

I. The Company acknowledges and understands that the establishment, implementation and maintenance of the internal control system are the responsibility of the Board and managerial officers of the Company and that such a system has been implemented within the Company. The purpose of the system is to reasonably ensure that the effectiveness and efficiency of operations (including profits, performance and protecting the security of assets), reliability, timeliness, transparency and regulatory compliance of reporting, as well as the compliance with applicable laws, regulations and bylaws are achieved.

II. The internal control system is designed with inherent limitations. No matter how perfect the internal control system is, it can only provide a reasonable assurance to the fulfillment of the three objectives referred to above. Moreover, the effectiveness of the internal control system could be affected by the changes in the environment and circumstances. However, the company's internal control system has a self-supervision mechanism. Once the missing element is recognized, the company takes corrective action.

III. The Company evaluates the design and execution of its internal control system based on the criteria specified in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations") to determine whether or not the existing system continues to be effective. The criteria defined in "the Regulations" include five elements depending on the management control process: 1. environment control, 2. risk assessment, 3. control process, 4. information and communication, and 5. supervision. Each element further encompasses several sub-elements. Please refer to "the Regulations" for details.

IV. The Company has adopted the said criteria to validate the effectiveness of its internal control system design and execution.

V. Based on the results of examination, the Company believes that the design and implementation of its internal control system dated December 31, 2025 (including supervising and managing its subsidiaries), consisting of the effectiveness and efficiency of business operations, the preparation of reliable, timely and transparent financial statements and their compliance with the relevant rules and regulations, are effective and reasonably assure the achievement of the aforementioned goals.

VI. The Statement of Declaration will be the major contents of the annual report and prospectus of the Company and to be publicly disclosed. The Company shall be held liable for misrepresentation or nondisclosure in the above content, according to Articles 20, 32, 171 and 174 of the Securities and Exchange Act.

VII. This statement was approved by the Company's Board of Directors on March 06, 2026. Among the nine directors present, all agreed to the content of this statement and hereby declaration.

Chairman: Lee Shih-Shen

President: Lee Shih-Shen

2. For those who appointed a CPA to review the internal control system, the CPA's review report shall be disclosed: None.

(IX) Material resolutions of shareholders' meetings and the Board of Directors

1. Material resolutions of the Board of Directors:

Session of board meeting	Date of board meeting	Important resolutions
12th meeting of the 9th term of Board of Directors	2025.02.21	1. The 2024 Statement of Internal Control System issued by Co-Tech Development Corp., submitted for deliberation. 2. Amendment to certain provisions of the Articles of Incorporation, submitted for deliberation. 3. Approval of bank loan facilities from various banks; submitted for deliberation. 4. The Company's distribution of employee and director remuneration for 2024, submitted for deliberation. 5. The Company's 2024 consolidated and parent company only financial statements, submitted for deliberation. 6. The Company's 2025 budget, submitted for the Board of Directors' approval. 7. Determination of the date, time, location, proposal and nomination period, election, and convening matters for the 2025 Annual General Meeting, submitted for deliberation.
1st extraordinary meeting of the 9th term of Board of Directors	2025.4.14	Proposal to repurchase the Company's shares in accordance with the Regulations Governing Share Repurchase by TWSE/TPEx Listed Companies, submitted for deliberation.
13th meeting of the 9th term of Board of Directors	2025.05.09	1. Approval of loan extensions from various banks, submitted for deliberation. 2. The Company's 2024 earnings distribution proposal, submitted for deliberation. 3. The Company's 2024 business report, submitted for deliberation. 4. List of nominees for director candidates (including independent directors), submitted for deliberation. 5. The Company's Q1 2025 consolidated financial statements, submitted for deliberation. 6. Addition of items to the convening matters of the 2025 Annual General Meeting, submitted for deliberation. 7. Amendments to certain provisions of the Company's payroll cycle, submitted for deliberation.
1st meeting of the 10th term of Board of Directors	2025.06.23	1. Election of the Chairman, submitted for discussion. 2. Appointment of members of the Compensation Committee, submitted for deliberation. 3. Appointment of members of the Audit Committee, submitted for deliberation. 4. Adoption of the Company's Growth Strategy Committee Charter, submitted for deliberation. 5. Appointment of members of the Growth Strategy Committee, submitted for deliberation.
2nd meeting of the 10th term of Board of Directors	2025.08.08	1. Approval of bank loan facilities from various banks, submitted for deliberation. 2. The Company's 2024 Sustainability Report, submitted for deliberation. 3. Adoption of the Operating Procedures for the Repurchase of Treasury Shares, submitted for discussion. 4. Proposal to change the purpose of the repurchase of treasury shares, submitted for discussion. 5. Amendments to certain provisions of the Regulations Governing the Transfer of Treasury Shares to Employees, submitted for discussion. 6. Amendment to certain provisions of the Review Procedures for Pre-approval of Services Provided by Certifying Certified Public Accountants, submitted for deliberation. 7. The Company's Q2 2025 consolidated financial statements, submitted for deliberation.
3rd meeting of the 10th term of Board of Directors	2025.08.27	1. Discussion on the proposed annual compensation of the Company's current Chairman, submitted for deliberation. 2. Transfer of treasury shares to employees for subscription, submitted for deliberation.
4th meeting of the 10th term of Board of Directors	2025.11.06	1. The Company's 2026 annual audit plan, submitted for deliberation. 2. Approval of bank loan facilities from various banks, submitted for deliberation. 3. Amendment to certain provisions of the Procedures for the Acquisition or Disposal of Assets, submitted for deliberation. 4. Appointment of the Chief of Front-end Technology Development Division, submitted for deliberation. 5. The Company's Q3 2025 consolidated financial statements, submitted for deliberation.

2. **Material resolutions of the 2025 shareholders' meeting.**
The Company's 2025 Annual General Meeting was held on June 23, 2025, at the LITE-ON Technology Building International Convention Center (1F, No. 392, Ruiguang Rd., Neihu Dist., Taipei City). The major resolutions and their implementation status are listed as follows:

Item	Important resolution	Implementation status
1	Adoption of the Company's 2024 business report and financial statements	According to the voting results, the number of votes in favor exceeded the statutory requirement; the proposal was passed as originally submitted.
2	Adoption of the Company's 2024 earnings distribution proposal	According to the voting results, the number of votes in favor exceeded the statutory requirement; the proposal was passed as originally submitted. Implementation status: The record date and payment date for dividend distribution were set for July 27, 2025 and August 20, 2025, respectively. A cash dividend of NT$1.5 per share (i.e., NT$1.5 per share from earnings) was distributed.
3	Amendment to certain provisions of the Articles of Incorporation	According to the voting results, the number of votes in favor exceeded the statutory requirement; the proposal was passed as originally submitted.
4	Election of the 10th term of directors (including 6 directors and 4 independent directors).	According to the voting results, the 10th term of Directors and Independent Directors have been duly elected.
5	Release of non-compete restrictions from directors and their representatives	According to the voting results, the number of votes in favor exceeded the statutory requirement; the proposal was passed as originally submitted.

(X) Where, during the most recent year and the current year up to the date of publication of this annual report, a director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the Board of Directors, and said dissenting opinion has been recorded or stated in a written statement, the main content of such dissenting opinion: None.

IV. Information on Attesting CPA Professional Fees

Unit: NT$ thousand

Name of accounting firm	Name of CPA		Audit period	Audit fee	Non-audit fee	Total	Remark
Deloitte Taiwan	Wang Chun-Yu	Chiu, Meng-Chieh	January 1 to December 31, 2025	3,500	114	3,614	Non-audit fees were primarily incurred for audit-related travel expenses and the typesetting and printing of financial reports

Note 1: Specify the content of non-audit services.

Note 2: If the Company has changed its CPAs or accounting firm during the current year, the audit periods shall be listed separately. The reason for the change shall be explained in the "Remarks" column, and information regarding audit and non-audit fees paid shall be disclosed in chronological order. In addition, the content of non-audit services shall be specified in a separate note.

(I) When the Company changes its accounting firm and the audit fees paid for the year in which such change took place are lower than those for the previous year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: None.

(II) When the audit fees paid for the current year are lower than those for the previous year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed: None.

V. Information on Replacement of CPAs

If the Company has replaced the attesting CPAs within the most recent two years or any subsequent period, the following information shall be disclosed:

(I) Information regarding the former CPAs:

<table>
<tr><td>Date of replacement</td><td colspan="4">2024.5.10/2024.8.9</td></tr>
<tr><td>Reason for replacement and description</td><td colspan="4">1. Due to the internal adjustments of Deloitte Taiwan, from 2024 Q1, the CPAs, Chang, Ching-Fu and Chao, Yung-Hsiang, were replaced by Wang, Chun-Yu and Chao, Yung-Hsiang.
2. Due to the internal adjustments of Deloitte Taiwan, from 2024 Q2, the CPAs Wang, Chun-Yu and Chao, Yung-Hsiang were replaced by Wang, Chun-Yu and Chiu, Meng-Chieh.</td></tr>
<tr><td rowspan="3">Specify whether the CPA is ending the engagement or declining further engagement, or the Company is terminating or discontinuing the engagement.</td><td colspan="2">The CPA / Circumstance</td><td>CPA</td><td>The Company</td></tr>
<tr><td colspan="2">Voluntarily terminated the engagement.</td><td>V</td><td></td></tr>
<tr><td colspan="2">Declined (discontinue) the engagement</td><td></td><td></td></tr>
<tr><td>If the CPAs issued an audit report expressing any opinion other than an unqualified opinion during the two most recent years, specify the opinion and the reasons</td><td colspan="4">None</td></tr>
<tr><td rowspan="7">Disagreements with the Company</td><td rowspan="5">Yes</td><td></td><td colspan="2">Accounting principles or practices</td></tr>
<tr><td></td><td colspan="2">Disclosure of financial reports</td></tr>
<tr><td></td><td colspan="2">Audit scope or steps</td></tr>
<tr><td></td><td colspan="2">Others</td></tr>
<tr><td></td><td colspan="2"></td></tr>
<tr><td>No</td><td colspan="3">V</td></tr>
<tr><td colspan="4">Description</td></tr>
<tr><td>Other disclosures
(Matters required to be disclosed under Sub-items 1-4 to 1-7, Item 6, Article 10 of the Regulations)</td><td colspan="4">None</td></tr>
</table>

(II) Information Regarding the Successor CPAs

Name of accounting firm	Deloitte & Touche
Name of CPA	Wang Chun-Yu, CPA and Chiu, Meng-Chieh, CPA
Date of engagement	2024.8.9
Prior to the engagement, any inquiry or consultation on the accounting treatment or accounting principles for specific transactions, and the type of audit opinion that might be rendered on the financial report.	None
Written opinions from the successor CPAs that are different from the predecessor CPA's opinion	None

(III) The reply letter from the former CPA regarding the Company's disclosures regarding the matters under Article 10.6.A and 10.6.B(c) of the Regulations: None.

VI. Circumstances in which the Company's Chairman, President, or managerial officers responsible for financial or accounting matters have previously worked at the CPA firm: None

VII. Changes in shareholdings of directors, supervisors, managers, and major shareholders

(I) Changes in shareholdings of directors, supervisors, managers, and major shareholders:

Title (Note 1)	Name	2025		Current year as of February 28, 2026	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares	Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares
Chairman, President, and Spokesperson	Lee Shih-Shen	(50,000)	0	0	0
Chairman	Dasong Investment Co., Ltd. Representative: Raymond Soong Term ended on June 23, 2025	0 0	0 0	0 0	0 0
Directors	Raymond Soong	0 0	0 0	0 0	0 0
Directors	Hua Eng Wire & Cable Co., Ltd. representative：Liu Hsiu-Mei	(1,950,000) 0	0 0	0 0	0 0
Directors	Chan Chi-Che Term ended on June 23, 2025	0	0	0	0
Directors	Soong Ming-Feng	0	0	0	0
Directors	Yu Ming-Chang	0	0	0	0
Directors	Tsai Hsung-Hsiung	0	0	0	0
Independent director	Sun Chin-Su Term ended on June 23, 2025	0	0	0	0
Independent director	George Chen Term ended on June 23, 2025	0	0	0	0
Independent director	Hsieh Fa-Jung Term ended on June 23, 2025	0	0	0	0
Independent director	Liang Yann-Ping Assumed office on June 23, 2025	0	0	0	0
Independent director	Wang Lii-Gang Assumed office on June 23, 2025	0	0	0	0

Title (Note 1)	Name	2025		Current year as of February 28, 2026	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares	Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares
Independent director	Ho Chien-Lung Assumed office on June 23, 2025	0	0	0	0
Independent director	Tseng Huan-Hsiung Assumed office on June 23, 2025	0	0	0	0
Vice President of Marketing Center	Chun-Han Chuang Resigned on November 21, 2025	0	0	0	0
President Special Assistant	Ting Tai-Chuan	0	0	(2,000)	0
Technology Division Chief	Hsu Hong-Wei	5,000	0	(2,000)	0
Quality Assurance Division Chief	Huang Fu-Tung	0	0	0	0
Front-End Technology Development Division Chief	Hsu Yu-Chieh	0	0	2,000	0
Project Division Chief	Lai Hsin-Chung	2,000	0	11,942	0
Public Plant Chief	Lu An-Chuan	(4,000)	0	6,669	0
Financial Director Chief corporate governance officer	Yeh Hsueh-Chen	1,000	0	0	0
Head of Accounting	Kao Hong-Yu	0	0	10,673	0
Audit Supervisor	Tsai Ren-Hua	0	0	10,673	0

Note 1: Shareholders holding more than 10% of the Company's total shares shall be designated as major shareholders and listed separately.

Note 2: If the counterparty to a share transfer or share pledge is a related party, information on the share transfer shall also be disclosed.

(II) Information on share transfers: None.

February 28, 2026

Name (Note 1)	Reason for transfer of shares (Note 2)	Date of transaction	Counterparty	Relationships between the counterparty and the Company, directors, supervisors, managerial officers, and shareholders with 10% shareholding or more	Number of shares	Transaction price

Note 1: Specify the names of the Company’s directors, supervisors, managerial officers, and shareholders holding more than 10% of the Company’s shares.

Note 2: Specify whether the transaction involves an “Acquisition” or a “Disposal.”

(III) Information on pledging of shares: None.

February 28, 2026

Name (Note 1)	Reason for share pledge (Note 2)	Pledge date	Counterparty	Relationships between the counterparts and the Company, directors, supervisors, managerial officers, and shareholders with 10% shareholding or more	Number of shares	Shareholding percentage	Percentage of shares pledged	Amount of shares redeemed

Note 1: Specify the names of the Company’s directors, supervisors, managerial officers, and shareholders holding more than 10% of the Company’s shares.

Note 2: Specify whether the transaction involves a “Pledge” or a “Redemption”

VIII. Information on the relationships among the top 10 shareholders by shareholding percentage

Unit: shares; %; July 27, 2025

Name (Note 1)	Shares held in person		Shares held by spouse and minor children		Shares held in the name of others		Names and relationships of the top 10 shareholders who are related parties or spouses or relatives within the second degree of kinship to each other (Note 3)		Remarks
	shares	Shareholding percentage	shares	Shareholding percentage	shares	Shareholding percentage	Name	Relationship	
Raymond Soong	13,812,998	5.47%	0	0.00%	0	0%	Dasong Investment Co., Ltd.	Directors	
Dasong Investment Co., Ltd.	12,497,270	4.95%	0	0.00%	0	0.00%	None	None	Term of director ended June 23, 2025
Representative: Raymond Soong	13,812,998	5.47%	0	0.00%	0	0.00%			
Hua Eng Wire & Cable Co., Ltd.	7,812,375	3.09%	0	0.00%	0	0.00%	None	None	
Representative: Liu Hsiu-Mei	0	0.00%	0	0.00%	0	0.00%			
Yang Guan-Heng	5,350,000	2.12%	0	0.00%	0	0.00%	None	None	
HSBC Bank (Taiwan) Limited in Custody for Morgan Stanley & Co. International Plc Investment Account	4,827,622	1.91%	0	0.00%	0	0.00%	None	None	
Chen Tsu-Yuan	4,607,000	1.82%	0	0.00%	0	0.00%	None	None	
HSBC in Custody for Point72 Associates, LLC Account	4,270,000	1.69%	0	0.00%	0	0.00%	None	None	
Citibank in Custody for Norges Bank Investment Account	3,924,000	1.55%	0	0.00%	0	0.00%	None	None	
JPMorgan Chase Bank in Custody for J.P. Morgan Securities PLC Investment Account	3,591,314	1.42%	0	0.00%	0	0.00%	None	None	
Chan Chi-Che	3,516,000	1.39%	0	0.00%	0	0.00%	None	None	

Note 1: All of the top 10 shareholders shall be listed. For shareholders that are institutional investors (corporations), the name of the corporation and the name of its representative shall be listed separately.

Note 2: The calculation of shareholding percentage shall include shares held in the shareholder's own name, as well as shares held by their spouse and minor children, or shares held in the names of others (nominees).

Note 3: For the shareholders listed above (including both corporations and natural persons), their relationships with one another shall be disclosed in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

IX. Percentage of overall shareholdings

Unit: thousand shares; %; February 28, 2026

Investee (Note)	Investments of the Company		Investments by directors, supervisors, managerial officers, and entities directly or indirectly controlled by the Company		Total investment	
	shares	Shareholding percentage	shares	Shareholding percentage	shares	Shareholding percentage
Co-Tech Copper Foil (BVI) Inc.	3,500	100%	0	0%	3,500	100%
Co-Tech Copper Foil Shanghai Trade Ltd	-	100%	-	0%	-	100%

Note:This column represents long-term investments accounted for using the equity method by the Company.

Three. Capital Overview
I. Source of capital and shares

(I) Source of share capital

Unit: shares; NT$; February 28, 2026

Year/month	Issue price	Authorized capital		Paid-in capital		Remarks		
		shares	Amount	shares	Amount	Source of capital	Capital contribution in kind (assets other than cash)	Others
1998.05	10	200,000,000	2,000,000,000	100,000,000	1,000,000,000	Incorporation	None	Note 6
2001.03	30			54,000,000	540,000,000	Capital increase	None	Note 7
2003.09	10			30,000,000	300,000,000	Capital increase	None	Note 8
2005.12	9			16,000,000	160,000,000	Capital increase	None	Note 9
2006.07	10	300,000,000	3,000,000,000	0	0	None	None	Note 10
2010.1	21			11,700,000	117,000,000	Capital increase	None	Note 11
2015.3	-			Cancellation of treasury shares involving 1,112,000 shares	Cancellation of treasury shares involving 11,120,000 shares	Capital reduction	None	Note 12
2017.1	47.8			42,000,000	420,000,000	Capital increase	None	Note 13

Note 1: Information for the current year up to the date of publication of this annual report shall be provided.
Note 2: In the case of capital increase, the effective (or approval) date and the official document number shall be specified in a separate note.
Note 3: Shares issued below par value shall be indicated clearly.
Note 4: Where monetary claims or technology are used as payment for shares, the type and amount of such payments shall be specified.
Note 5: Shares issued through private placement shall be indicated clearly.
Note 6: Registration approval date and document number: Jing-87-Shang No.110958 dated May 22, 1998.
Note 7: Change registration date and document number: Jing (090) Shang No.090011061770 dated March 30, 2011.
Note 8: Change registration date and document number: Jing-Shou-Shang-Zhi No.09201272330 dated September 19, 2003.
Note 9: Change registration date and document number: Jing-Shou-Shang-Zhi No.09401255400 dated December 14, 2005, issued at a discount of NT$9 per share.
Note 10: Change registration date and document number: Jing-Shou-Shang-Zhi No.09501140400, dated July 6, 2006.
Note 11: Change registration date and document number: Jing-Shou-Shang-Zhi No.09901225860, dated October 8, 2010.
Note 12: Change registration date and document number: Jing-Shou-Shang-Zhi No. 0401042410, dated March 11, 2015.
Note 13: Change registration date and document number: Jing-Shou-Shang-Zhi No.10601141120, dated October 5, 2017.

Unit: shares; February 28, 2026

Type of shares	Authorized capital			Remarks
	Number of shares outstanding (Note)	Number of unissued shares	Total	
Registered common shares	252,588,000	47,412,000	300,000,000	The shares are listed on TPEx

Note: Indicate whether these shares are listed on the TWSE or TPEx. (If trading of these shares on TWSE or TPEx is restricted, a separate note shall be provided.)

Information on shelf registration system

Type of securities	Shares planned for issuance		Shares issued		Purpose and anticipated benefits of shares issued	Planned issuance period for unissued portion	Remarks
	Total number of shares	Approved amount	Number of shares	Share price			
None	0	0	0	0	0	0	0

(II) List of major shareholders (names of shareholders with 5% shareholding or more or the top 10 shareholders by shareholding percentage, the number of shares they hold, and their shareholding percentages)

July 27, 2025

Share / Name of major shareholder	Number of shares held	Shareholding percentage
Raymond Soong	13,812,998	5.47%
Dasong Investment Co., Ltd.	12,497,270	4.95%
Hua Eng Wire & Cable Co., Ltd.	7,812,375	3.09%
Yang Guan-Heng	5,350,000	2.12%
Morgan Stanley International Limited investment account held in trust by HSBC Bank (Taiwan) Co., Ltd.	4,827,622	1.91%
Chen Tsu-Yuan	4,607,000	1.82%
HSBC in Custody for Point72 Associates, LLC Account	4,270,000	1.69%
Citibank in Custody for Norges Bank Investment Account	3,924,000	1.55%
JPMorgan Chase Bank in Custody for J.P. Morgan Securities PLC Investment Account	3,591,314	1.42%
Chan Chi-Che	3,516,000	1.39%

(III) The Company’s dividend policy and its implementation status

1. Dividend policy:

If there is any after-tax profit in the Company’s annual financial statements, the Company shall first make up for the accumulated deficit (including adjustment of undistributed earnings) and then set aside 10% as legal reserve, but if the legal reserve has reached the Company’s paid-in capital, it may not be set aside, and the remainder shall be set aside or reversed to special reserve as required by law or the competent authorities’ requirements. If there are any unappropriated earnings remaining (including adjustments to the unappropriated earnings), the Board of Directors shall prepare a proposal for the distribution of earnings and submit it to the shareholders’ meeting for resolution on the distribution of dividends to shareholders.

The Company’s dividend policy is in line with its current and future development plans, taking into account the investment environment, capital requirements and domestic and international competition, as well as the interests of shareholders, etc. The dividend policy will be determined annually based on capital requirements and the degree of dilution of earnings per share. Dividends are paid in the form of stock dividends or cash dividends; dividends to shareholders may be paid in cash or in stock, with cash dividends being no less than 10% of the total dividends.

If the Company has no distributable earnings for the current year, or if the amount of distributable earnings is significantly less than the actual earnings distributed in the previous year, or if the Company considers the financial, business and operational factors, the Company may distribute all or part of the earnings as required by law or by the competent authority.

2. Dividend distribution proposed at the Annual General Meeting

The Company’s earnings distribution was approved by the Board of Directors on May 9, 2025, where it is proposed that a cash dividend of NT$1.5 per share (distributed from earnings) be allocated to the shareholders listed in the shareholder register on the record date based on their respective shareholdings. In the event of a change in the Company’s outstanding ordinary shares that subsequently affects the dividend rate, it is proposed that the Annual General Meeting authorize the Chairman to adjust the dividend rate in accordance with applicable laws and regulations.

3. Explanation on expected significant changes to dividend policy: None.

(IV) Impact of stock dividends proposed at the Annual General Meeting on the Company’s business performance and earnings per share:

Not applicable.

(V) Employee and director remuneration

1. Percentages or ranges of employee and director remuneration as set forth in the Company’s Articles of Incorporation:

Pursuant to Article 29 of the Articles of Incorporation, the Company shall set aside 1% or more of its annual profit (where profit refers to pre-tax earnings prior to distribution of employee remuneration and director remuneration) as employee remuneration, which shall be distributed in stock or cash by resolution of the Board of Directors. The target recipients may include employees of control and subordinate companies who meet certain criteria. The conditions and distribution method are authorized to be determined by the Board of Directors. The Company may allocate up to 3% of the above-mentioned profits as director remuneration by resolution of the Board of Directors, where director remuneration may only be paid in cash. However, if the Company still has accumulated deficit (including the amount of adjustment of undistributed earnings), the amount of remuneration should be reserved in advance, and then employee remuneration and director remuneration should be appropriated in proportion to the aforementioned amount.

According to the Company's Articles of Incorporation, no less than 20% of the aforementioned employee remuneration amount shall be allocated for distribution to entry-level employees.

The scope of employees listed in the preceding paragraph shall be subject to the regulations of the securities authority.

2. **The basis for estimating the amount of employee, director, and supervisor remuneration; the basis for calculating the number of shares to be distributed as employee remuneration; and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure for the current period.**

    (1) Basis for estimating the amount of employee and director remuneration for the current period: The Company estimates employee remuneration and director remuneration at 1.5% and 1%, respectively, based on net profit after tax for the current year before deducting the aforementioned employee and director remuneration.

    (2) Basis for calculating the number of shares to be distributed as employee remuneration: Employee remuneration for the current period is to be distributed entirely in cash.

    (3) Accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure: Should there still be a change in the amount after the annual consolidated financial statements are approved and issued, it shall be treated as a change in accounting estimate and adjusted in the accounts of the following year.

3. **Status of remuneration distribution approved by the Board of Directors:**

    (1) The Company's employee and director remuneration for 2025 was approved by the Board of Directors on March 6, 2026, where the approved amounts consist of NT$20,626 thousand in cash for employee remuneration and NT$13,751 thousand for director remuneration. These amounts, as approved by the Board of Directors, are consistent with the estimated amounts recognized in the Company's 2025 financial statements, with no discrepancies found.

    (2) The amount of employee remuneration distributed in stocks, and the proportion of such amount to the sum of net income after tax and the total

employee remuneration in the parent company only or individual financial statements for the current period: Not applicable.

4. **Actual distribution of employee, director, and supervisor remuneration for the previous year:**

   (1) The Company's employee remuneration and director remuneration for 2024 amounted to NT$17,671 thousand and NT$11,781 thousand, respectively.

   (2) The actual amounts of employee and director remuneration distributed were consistent with the estimated amounts recognized in the Company's 2024 financial statements, with no discrepancies found.

(VI) Buyback of Common Stock:

(1) Repurchase of shares fully executed:

December 31, 2025

Tranche of buyback	2nd
Purpose of repurchase	Transfer of shares to employees
Repurchase period	April 15, 2025 to June 13, 2025
Repurchase price range	NT$35 to NT$60
Type and number of shares repurchased	170,000 ordinary shares
Total amount of shares repurchased	NT$9,310,247
Ratio of the actual number of shares repurchased to the planned number of shares to be repurchased (%)	4.08%
Number of shares retired and transferred	73,000 ordinary shares
Cumulative number of shares held in the Company	94,000 ordinary shares
Cumulative number of shares held in the Company as a percentage of total shares issued (%)	0.04%

(2) Repurchase of shares in progress: None.

II. Issuance of corporate bonds: None.

III. Issuance of preferred shares: None.

IV. Issuance of global depository receipts: None.

V. Issuance of employee stock options and restricted stock awards: None.

VI. Issuance of new shares in connection with mergers or acquisitions: None.

VII. Implementation of capital utilization plans: None.

Four. Overview of Business Operations

I. Business description

(I) Scope of business

1. The Company's primary lines of business and their revenue breakdown

Names of products	Revenue weight
Electrolytic copper foil	100%

2. Current products:

(II) Industry overview

1. Current status and development of the industry:

Spurred by rapid growth in demand for AI servers, high-speed switches (400G, 800G, and even 1.6T), and high-performance computing (HPC), the PCB and IC substrate industries are undergoing a comprehensive shift toward high-end applications. Unlike previous network communication generations characterized by incremental upgrades, the current wave of AI platforms, including NVIDIA's Blackwell, Rubin, and Rubin Ultra, as well as ASIC platforms from Google, Amazon Web Services (AWS), and Meta, has significantly driven up PCB layer counts, dimensions, and material specifications within a short period of time. Such a shift signals that the industry has entered a phase of accelerated technological evolution.

The industry is currently undergoing the following structural shifts:

1. Rapid surge in demand for high-end materials: Copper Clad Laminate (CCL) is rapidly advancing from M6 to M7 and M8, and is progressively moving toward M9 levels to meet the requirements for higher frequency and high-speed transmission. Simultaneously, copper foil is being upgraded from HVLP2 and HVLP3 to HVLP4, thereby establishing itself as a critical material for AI servers and HPC platforms.
2. Structural bottlenecks in the supply chain: Owing to high technical barriers and difficulties in capacity expansion, the supply growth of high-end copper foil (HVLP4) has lagged behind surging demand for AI, which in turn has led to a significant supply-demand gap, thus becoming one of the key factors constraining overall industry expansion.
3. Price trajectory entering an upward cycle: Amid the undersupply of high-end materials, prices for copper foil and high-frequency, high-speed materials are expected to enter a structural upward cycle that will last more than 2 to 3 years, which will eventually lead to the continuous rise in the added value of products and their average selling price (ASP).
4. Shift from cyclical to structural growth in the market: Driven by AI servers, data centers, and high-speed networking applications, the demand for PCB materials is transitioning from a traditional business cycle orientation to a long-term growth trend propelled by computational architecture upgrades and continuous technological evolution.

On the whole, the PCB material industry is transitioning from a specification-upgrade model driven by consumer electronics and traditional networking to a high-value-add development path centered on AI and HPC. Specifically, high-end copper foil plays a pivotal role in ensuring signal integrity, transmission loss control, and stability for high-speed computing. As a result, a materials supplier's technology capabilities and strategic capacity positioning in this segment will become a critical differentiator in market competition.

2. Connections between the upstream, midstream, and downstream segments of the industry:

Upstream segment	Copper foil, fiberglass, epoxy resin, fiberglass cloth, and PI
Midstream segment	Copper foil substrate, printed circuit board, FCCL, FPCB, BGA carrier board, TAB, and COF
Downstream segment	Robotics, drones, AI servers, low earth orbit (LEO) satellites, and autonomous driving electronics

3. Various development trends of products

As far as products are concerned, demand for higher specifications in PCB materials used in AI servers and high-speed switches have led to the following key development trends:

1. Rapid upgrading of CCL grades:

The industry is advancing from very low loss (M6) to ultra-low loss (M7 and M8) while progressively adopting extremely low loss (M9). The pace of these upgrades is significantly faster than in previous generations, reflecting that high-speed transmission and low-signal loss have become critical technical benchmarks.

2. Transition to hyper-very low profile (HVLP) copper foil

With copper foil being upgraded from HVLP1/2 to HVLP3/4, HVLP4 is notably experiencing a rapid ramp-up in volume due to its adoption in next-generation AI platforms, thus becoming a critical material for high-end AI servers and high-speed switches. Since surface roughness directly impacts signal loss and transmission efficiency, the technical barriers and manufacturing complexity of copper foils have increased significantly.

3. Supply chain upgrading propelled by demand for high-end materials:

   In an effort to meet the requirements of high-frequency and high-speed applications, materials are advancing toward low-loss and low-dielectric properties, which in turn has not only raised the technical barriers across the entire supply chain, but also sped up the penetration rate of high-end materials.

4. Continuous increase in PCB layer counts ad dimensions

   With the intention of integrating more computing chips and high bandwidth memory (HBM), AI GPUs and ASICs are driving PCB development toward high layer count (HLC) and high-density interconnect (HDI) designs, while the simultaneous increase in layer counts and board dimensions is fueling substantial growth in the consumption of high-end materials.

5. Shift towards high-value manufacturing consumables

   The trending of AI server PCBs towards higher layer counts and increased board thickness has escalated processing difficulty, which leads to a simultaneous increase in the unit price and consumption volume of manufacturing consumables, thereby spurring the entire industry value chain towards high-value development.

All in all, the PCB materials industry has transitioned from a simple model of single-specification upgrades to a development paradigm characterized by the synchronized advancement of materials and manufacturing processes. Demand for AI and HPC is constantly reinforcing the pivotal role of copper foil in reducing transmission loss and enhancing signal integrity. Therefore, technical capabilities and product portfolio will become the core pillars of competition in this industry.

4. Competition for products:

From a competitive structure perspective, the high-end PCB materials market is characterized by high concentration and significant technical barriers.

Spurred by applications in high-end PCBs and AI servers, the copper foil market is transitioning from traditional electro-deposited copper foil toward HVLP copper foil, followed by a shift in focus of competition from production capacity and scale to technical thresholds and certification capabilities.

At present, the HVLP copper foil market is demonstrating a highly concentrated structure as the primary suppliers consist of a select few players, including Co-Tech and a handful of Japanese manufacturers such as Mitsui and Furukawa, with Mitsui leading in terms of market share. The manufacturing process for HVLP copper foil is highly complex because HVLP copper foil must meet the requirements for extremely low surface roughness, excellent adhesion, and high-frequency/high-speed signal integrity at the same time, which represent high technical barriers that prevent easy entry for newcomers.

In terms of product structure, while the current market is still dominate by HVLP1 to HVLP3 copper foil, the introduction of new AI server platforms (such as the B300 and GB30 generations) has triggered an accelerated shift in demand toward higher-end products such as HVLP4. However, HVLP4 presents greater manufacturing challenges, characterized by longer client certification periods and a slower yield rate ramp-up, which has caused effective supply growth to lag behind demand, creating a structural supply-demand gap in the medium term.

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As regards the competitive landscape, leading manufacturers have successively initiated capacity expansion plans (for instance, Co-Tech and major Japanese manufacturers are increasing production capacity between 2025 and 2027). Nevertheless, achieving rapid volume production remains a challenge in the short term as high-end products must undergo prolonged verification processes. On the whole, is transitioning from its past emphasis on price-driven competition to a model centered on technical capability, product grading, and long-term supply stability; hence, suppliers of high-end copper foil will possess significantly stronger bargaining power.

(III) Technology and R&D overview

With an aspiration of becoming the “Leader in Optimized Copper Foil Applications,” Co-Tech is committed to developing high-value-added products such as AI servers, high-frequency, high-speed, and microwave communications, as well as heavy-gauge and ultra-thin copper foils, while providing customized services and specialized products in alignment with end-customer requirements.

In an effort to escape the “red ocean” of the copper foil industry and break free from mass-market production, Co-Tech has strategically positioned ourselves in high-end markets, including AI servers, high-frequency/high-speed applications, and automotive electronics. In line with this commitment to new product development, our “High-Value Materials for the 5G Industry – Ultra-Low Roughness Copper Foil for High-Frequency Applications” project was approved under the Ministry of Economic Affairs’ Industrial Innovation Platform Program in 2017, earning significant technological recognition in the process. Building on this foundation, Co-Tech successfully developed HVLP4-grade copper foil products for AI servers in 2024.

1. Technologies and products successfully developed or currently under development:

(1) HVLP3/HVLP4 grade copper foil (VL/PF series) and A-RTF copper foil (RG series) used in inner-layer PCBs for high-layer count AI servers and general servers.

(2) Specialized copper foil products (GP series) used in power-layer PCBs for AI servers and general servers.

(3) Specialized copper foil products (HG/SLD/VF series) used in outer-layer PCBs for high-layer count AI servers and general servers.

(4) Specialized copper foil products (RG/VF/PF series) used in HDI PCBs and build-up applications.

(5) Specialized copper foil products (VF series) used in high-frequency PCBs.

2. **Continuous optimization of technical directions and cost reduction for products with market potential:**

(1) Continuous process optimization for HVLP3/HVLP4-grade copper foil products (VL/PF series) to enhance yield rates and reduce manufacturing costs.

(2) Continuous optimization of the 4th-generation RG products (A-RTF) designed for PCIe Gen 6 applications.

(3) Optimization of HVLP2/HVLP3/HVLP4 copper foil solutions tailored for HDI applications to meet the requirements for Ultra-Low Loss II grade materials and above.

(4) Optimization of process formulations to enhance product quality and improve cost efficiency.

In terms of environmental protection issues, in recent years, in addition to focusing on process improvement and equipment improvement for better product yield and quality, the Company has also fully introduced arsenic-free manufacturing processes in response to green manufacturing processes as the contributions to the global environment.

The Company belongs to the copper foil industry; in addition to formula technology, the Company also has plant pipeline system design and operation technology for smooth mass production of new products and stable quality. Therefore, a technical threshold is formed for the manufacturing process. Compared to the formula, mass production and launch products to the market are actually more critical.

3. **R&D expenses during the most recent year and the current year up to the date of publication of this annual report**

Unit: NT$ thousand

Year / Item	2025
R&D expenses	62,239
Net operating revenue	7,879,941
R&D expenses as a percentage of net revenue	1%

Note:As of the date of publication of this annual report, the consolidated financial statements for Q1 2026 that have been approved by the Board of Directors and reviewed by CPAs were not available.

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

1. **Short-term plan:**

Continue to deepen the cooperative relationship with existing customers, optimize the product portfolio, and cooperate with strategic customers to develop new high-frequency and high-speed, AI sever, Any-Layer products to achieve early dominance in the market and increase a win-win situation.

2. **Long-term plan:**

(1) Co-Tech’s Plant No. 3 is scheduled to initiate trial production in the first quarter of 2027, with the aim of manufacturing high-end HVLP products.

(2) Establish strategic alliances with major customers to stabilize the source of orders and strengthen competitiveness. Meanwhile, it actively maintains a

good interactive relationship with end customers and promotes the new materials developed by the Company from the front end to gain market opportunities.

(3) Strengthen the recruitment and training of talents, create efficient and cross-functional teams, and expect the Company as the optimized applied copper foil manufacturing and service provider, fully demonstrating the spirit of craftsmanship and maximizing the overall benefits.

II. Market and sales overview

(I) Market analysis

1. Sales regions and market share of primary products (or services):

According to data published by the Industrial Technology Research Institute (ITRI) as of December 2025, the PCB industry chain primarily encompasses three major sectors, namely PCB manufacturing, materials, and equipment. Specifically, copper foil has emerged as a critical material for high-frequency/high-speed copper clad laminates (CCL) and high-end PCBs, which is primarily used in AI server motherboards, high-speed switches, high-frequency/high-speed CCL (grades M7, M8, and M9), and HDI products.

In the light of surging demand for AI computing and high-speed transmission, copper foil has transitioned from a conventional material to a critical material that determines signal transmission quality and loss control.

(1) Primary sales regions

The primary market distribution for Taiwan's PCB and materials industry is listed as follows:

Region	Market characteristics
Asia (including China, Taiwan, and Southeast Asia)	The largest market in terms of demand as this region serves as the global PCB manufacturing hub.
North America	The core of high-end material demand owing to rapid growth in AI serves and cloud data centers.
Europe	Steady demand for automotive electronics and industrial equipment
Japan	Technology-driven demand for high-end materials

Specifically, demand for AI servers and networking equipment is primarily driven by major US-based cloud service providers (CSPs), which has given rise to an industrial structure characterized by "U.S. demand" plus "Made in Asia."

(2) Copper foil market share (Based on data published by ITRI as of December 2025)

The global copper foil market share distribution is detailed as follows:

Supplier	Market share (%)
Mitsui	37
Furukawa	16
Co-Tech	10
Others	37

The table above indicates that the Japanese manufacturers and a select few Asian suppliers continue to dominate the global high-end copper foil market.

2. Supply and demand in the copper foil market

As demand for high-performance computing and high-frequency communication increases, PCB material specifications continue to undergo rapid upgrades:

Evolution of copper foil technology: HVLP1 → HVLP2 → HVLP3 → HVLP4, with HVLP4 copper foil set to become the mainstream material for AI servers.

In 2026, the supply-demand gap for HVLP4 copper foil is projected at 15% to 25%, creating a structural supply bottleneck in the market. Therefore, high-end PCB materials are expected to experience a 2-to-3 year upward price cycle.

3. Competitive niches, favorable and unfavorable factors for development prospects, and corresponding countermeasures:

(1) Competitive niches and development prospects

The future development of the PCB materials industry will move in the following directions:

1. High-speed AI data centers
2. Satellite communications and low earth orbit (LEO) satellites
3. Advanced packaging and advanced substrates
4. High-frequency and high-speed materials

AI servers and high-speed switches drive material upgrades:

- CCL: M6 → M7 → M8 → M9
- Copper Foil: HVLP2 → HVLP3 → HVLP4

Over the next five years, high-end PCB materials are poised to become one of the most high-growth segments within the electronic materials industry.

(2) Favorable factors

1. Explosive growth in AI server demand:

The continuous surge in AI computing power requirements is driving a rapid increase in demand for:

- High-speed PCBs
- High-end CCL
- HVLP copper foil

2. Tight supply of high-end materials:

Insufficient supply of high-end glass fabrics and HVLP copper foil has led to:

- Upward price adjustments
- Increased ASP

This environment creates a favorable outlook for the profitability of material suppliers.

3. Rapid development of emerging application markets:
   Various emerging application markets are set to drive new waves of PCB demand, including:
   LEO satellites, AI glasses/Augmented reality (AR) devices, AI PCs, autonomous driving electronics, etc.

(3) Unfavorable factors

1. Fluctuations in end-user demand:
   Stagnating growth in the smartphone and traditional PC markets may impact the overall demand structure within certain segments of the PCB industry.
2. Risks of industry cyclicality:
   The electronics industry is inherently cyclical, which could potentially affect short-term shipment momentum and revenue stability.
3. Trending towards vertical integration:
   Certain large-scale end-customers (such as those in the satellite industry) have begun to manufacture key components internally, which in turn poses potential pressure on the existing materials supply chain.

(4) Countermeasures

Co-Tech’s development strategies are listed as follows:

1. Deepen high-end copper foil technology
   - HVLP4/Next-generation copper foil
   - Low-loss and high-frequency materials
2. Bolster collaboration across the AI industry chain
   - AI server OEMs
   - Cloud CSPs
3. Expand high-end capacity and deploy HVLP copper foil production lines in advance to address the supply-demand gap.
4. Deepen high-end copper foil technology Tap into high-growth application markets
   - LEO satellites
   - High-speed switches
   - AI servers
   - Automotive electronics

Conclusion:

All in all, the global PCB industry is experiencing robust growth momentum driven by strong demand for AI servers, high-speed networking, and satellite communications, a growth trend that is expected to persist over the years to come. On the materials front, the shortage of high-end copper foil has created a structural supply bottleneck, which will continue to drive upward adjustments to both product pricing and added value.

For copper foil manufacturers, the key to future competition lies in:

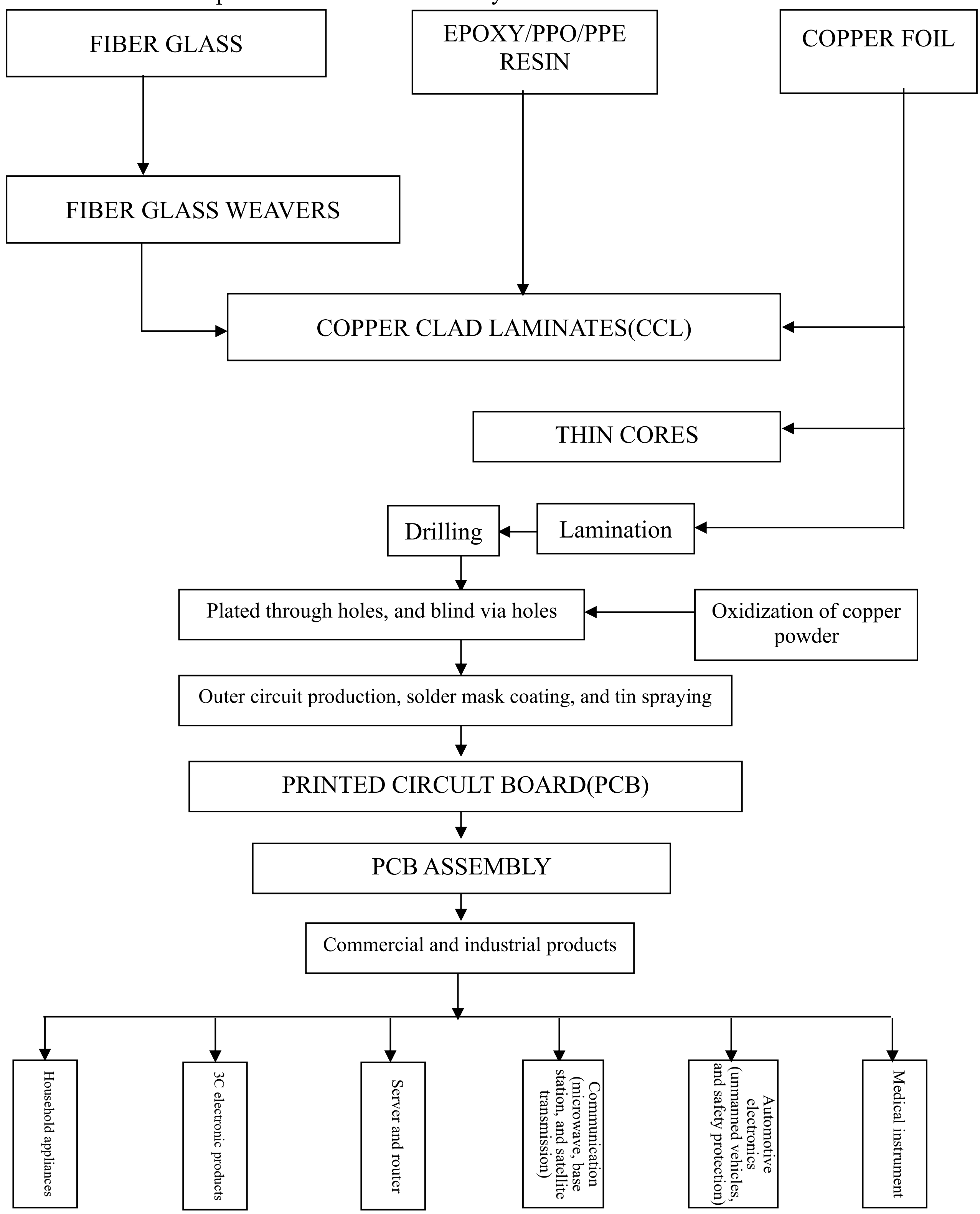
- High-end materials technology capabilities
- Customer relationship in the AI industry
- Mastery of capacity expansion and supply chain integration

Those who master the elements above will secure a pivotal market position in the next wave of AI and HPC.

(II) Key applications of primary products and their manufacturing processes

1. Key applications of primary products

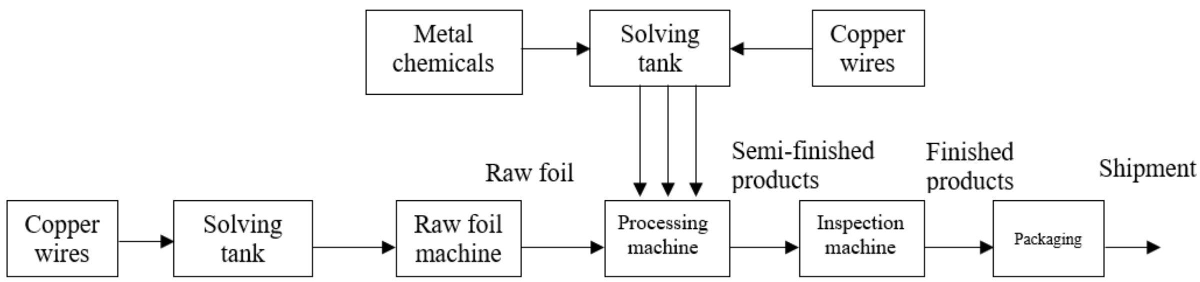
The Company produces only one product: electronic grade copper foil, which is one of the main raw materials for the printed circuit board industry. The connections are as follows:



Electronic information systems and other industries have driven the advent and upsurge of the global information era. Printed circuit boards are the basic parts of various consumer electronics, computers, communications, information electronics, industrial control and medical instrument, and they are also improving the key sections involving high integration and high speed of electronic packaging in these electronic industries. With the continuous growth of the printed circuit board industry, the copper foil industry has also continued to develop multi-layer electrolytic copper foils. Its main purpose is to supply copper foil substrate manufacturers for the production of copper foil substrates to supply printed circuit board manufacturers. Printed circuit board manufacturers to laminate the outer layers of multilayer boards.

2. **Manufacturing processes for primary products:**

Electrolytic copper foil deposits the electrolytic copper sulfate solution instantaneously on a rolling titanium cylinder with a high current. The copper foil obtained by stripping is subjected to surface treatment and then rolled or cropped to supply the up and downstream circuit board industries. Thicknesses are 9μm, 12μm, 18μm, 35μm, 70μm and above, and may be produced on demand. The manufacturing process is as the following:



(1) Manufacturing of raw foil:

The manufacturing process of raw foil includes three processes, namely dissolving copper wire, manufacturing electrolyte and electrolyzing copper foil, described as follows:

A. Dissolution: Put the copper wire and sulfuric acid in the dissolving tank and blow air to dissolve it into copper sulfate solution. Then, roll it into the storage tank; the dilute solution returned from the electrolytic tank is pumped back to the dissolution tank through the circulating pump.

B. Electrolyte production: the copper sulfate solution is pumped from the storage tank through the

Filter into the top tank by a transfer pump. The additives are added to the top tank at the same time for concentration analysis and adjustment. The solution is then pumped into the raw foil machine after the temperature is adjusted through the top tank and the heat exchanger.

C. Electrolysis: In the raw foil machine, the copper is deposited on the rotating titanium cylinders by the electrolysis process and then peeled off and rolled into a raw foil roll; the electrolyte is circulated and pumped back to the dissolution tank.

(2) Surface treatment

The surface treatment is that the surface of the raw foil undergoes several times copper plating, zinc plating, and chrome plating to strengthen the peel strength, etching, thermal resistance and oxidation resistance of the copper foil. Various electroplating solutions have their own storage tanks to circulate, and the concentration is adjusted in the tank.

(3) Inspection, cropping, packaging and storage/transportation

(III) Supply status of major raw materials

Major raw material	Source of supply	Supply status
Recycled copper wire	Taiwan, Southeast Asia, Northeast Asia, and Europe	Sufficient supply, without shortage of sources of production

(IV) Names of major suppliers and customers accounting for more than 10% of total purchases and sales in either of the most recent two years, their purchase and sales amounts and percentages, and the reasons for any changes

1. Information on major suppliers in the most recent two years:

Unit: NT$ thousand

	2024				2025			
Item	Name	Amount	As a percentage of net purchases (%)	Relations with the issuer	Name	Amount	As a percentage of net purchases (%)	Relations with the issuer
1	Company A	2,237,434	52	None	Company A	2,340,286	45	None
2	Company B	1,527,635	35	None	Company B	1,795,972	35	None
	Others	547,169	13		Others	1,038,585	20	
	Net purchase	4,312,239	100		Net purchase	5,174,843	100	

Note 1: List the names of suppliers accounting for 10% or more of the total purchase amount in the most recent two years, along with their respective purchase amounts and percentages. However, where the confidentiality clause in a contract prohibits the disclosure of a supplier's name, or where the counterparty is not a related party, a code may be used instead.

Note 2: Reasons for the change: The percentage of net purchases from Company A decreased primarily because the Company increased the volume of procurement from other suppliers.

Note 3: As of the date of publication of this annual report, the consolidated financial statements for Q1 2026 that have been approved by the Board of Directors and reviewed by CPAs were not available.

2. Information on major customers in the most recent two years

Unit: NT$ thousand

	2024				2025			
Item	Name	Amount	As a percentage of net sales (%)	Relations with the issuer	Name	Amount	As a percentage of net sales (%)	Relations with the issuer
1	Company A	487,462	7	None	Company A	1,069,152	14	None
2	Company B	1,093,905	16	None	Company B	1,053,261	13	None
3	Company C	760,658	11	-	Company C	786,531	10	-
	Others	4,479,533	66	-	Others	4,970,997	63	-
	Net sales	6,821,558	100	-	Net sales	7,879,941	100	-

Note 1: List the names of customers accounting for 10% or more of the total sales amount in the most recent two years, along with their respective sales amounts and percentages. However, where the confidentiality clause in a contract prohibits the disclosure of a customer’s name, or where the counterparty is not a related party, a code may be used instead.

Note 2: Reasons for the change: Changes in major sales customers for 2025 were primarily due to an increase in customer demand.

Note 3: As of the date of publication of this annual report, the consolidated financial statements for Q1 2026 that have been approved by the Board of Directors and reviewed by CPAs were not available.

III. Human Resources

Employee statistics in the past two years up to publication date

Year		2024	2025	Current year as of February 28, 2026
Number of employees	Managers	10	10	10
	General employees	120	118	118
	Production line workers	185	205	196
	Total	315	333	324
Average age		42.2	40.9	41.1
Average years of service		13.13	10.64	10.97
Distribution by education	Ph.D.	0.63%	0.61%	0.62%
	Master's	8.40%	7.80%	8.02%
	Bachelor's degree	60.01%	60.66%	61.11%
	Senior high school	30.65%	30.32%	29.63%
	Below senior high school	0.31%	0.61%	0.62%

Note: Information for the current year up to the date of publication of this annual report shall be provided.

IV. Environmental protection expenditures

(I) Total losses (including compensation) and penalties due to environmental pollution during the most recent year and the current year up to the date of publication of this annual report, along with explanations of future response policies (including improvement measures) and potential expenditures (including estimated amounts of losses, penalties, and compensation that may occur if no response measures are taken; if a reasonable estimate cannot be made, an explanation of the fact that a reasonable estimate cannot be made shall be stated:): None.

V. Labor relations:

(I) Employee welfare measures, continuing education, training, retirement systems and their implementation status, as well as labor-management agreements and various measures for safeguarding employee rights and interests

1. Employee welfare measures

(1) Handle labor and health insurance, group life insurance, implement employee stock ownership trust, childcare subsidy, grants for employees' children, wedding and funeral subsidy, among other things, and handle on-service training.

(2) Establish an employee welfare committee to allocate 0.15% of monthly sales income and 40% of scrap income as employee welfare funds. In addition, it handles activities

such as recreational and tourism activities, as well as employee clubs, Chinese New Year gifts, ball games, and contracting with merchants for preferential treatments.

(3) In July 2021, the Company established the Co-Tech Development Corp. Employee Stock Ownership Committee, which is open to all employees of the Company and its subsidiaries with at least six months of service. The employees contribute a certain amount from their salaries every month, and the Company also allocates a certain percentage of incentives according to the employees' seniority and ranking to purchase shares of Co-Tech, which encourages the employees to carry out long-term financial planning and protect their post-retirement life.

(4) Starting from January 2021, employees' dependents can join the Company's group insurance at their own expense to provide an additional layer of protection for their dependents' injury, illness and medical treatment.

2. Training and continuing education:

(1) The plants have set up training classrooms, increased internal training courses to improve on-service training opportunities for employees, and strengthened their professional knowledge.

(2) The Company has established the Management Procedures for Education and Training, and planned relevant training courses in accordance with the requirements of functions and professionalism to enhance employees' knowledge and capabilities and enhance their overall quality and operating performance. The relevant training results in 2025 are as follows:

Item	Number of session	Total attendees	Total training hours	Total expenses
1. Orientations	51	88	1,368	0
2. Professional function training	230	2,108	3,209.5	256,180
3. Supervisor capability training	10	423	1,548.5	401,200
4. General knowledge training	12	468	697	0
5. Other	0	0	0	0
Total	303	3,087	6,823	657,380

(3) Relevant licenses obtained as specified by the competent authority:

A The accounting officer has obtained the professional qualification certificate for accounting officers award by the Accounting Research and Development Foundation, pursuant to the Regulations Governing the Qualification Requirements and Professional Development of Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges, and satisfies the required annual continuing education hours.

B The internal auditors and their acting persons satisfy the required annual continuing education hours pursuant to the Regulations Governing Establishment of Internal Control Systems by Public Companies.

C One internal auditor has obtained the "Certified Internal Auditor" certification, awarded by the Institute of Internal Auditors (IIA).

D One of the finance staff obtained the "Stock Affair Specialist" certification awarded by the Securities and Futures Institute.

E The chief corporate governance officer, in accordance with the provisions of

Article 24 of the Taiwan Stock Exchange Corporation Operation Directions for Compliance with the Establishment of Board of Directors by TWSE Listed Companies and the Board's Exercise of Powers, and with reference to the provisions of the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies, shall attend continuing professional educations annually.

3. Retirement system and its implementation status

(1) Old system: employees hired before June 30, 2005 may choose the old or new system upon their wills. The Company has a retirement program for officially hired employees in accordance with the Labor Standard Act. According to the program, the payment of pension is based on the years of service. The Company contributes a monthly retirement reserve, pursuant to the regulations, to the Labor Pension Reserve Supervision Committee for management and deposited in the Bank of Taiwan under the committee's name.

(2) New system: The new pensions system is applicable to all employees employed after July 1, 2005, and those who choose the new system but were hired before July 1, 2005. The Company contributes 6% of the monthly salary to the employee's personal pension account of the Labor Insurance Bureau based on the employee's salary. Employees may also contribute to the personal pension accounts within the range of 6% of their monthly salary upon personal will. The Company will deduct the amount of their contribution from the employee's salary on a monthly basis.

(3) According to the Company's employee retirement program, employees who have served for 15 years or more and have been 55 years of age, or served for 25 years or more, and those who have worked for 10 years or more and have reached 60 years of age, are eligible to retire; employees who are 65 years of age or older, or incompetent for the job may be ordered to retire.

(4) Employees who took up the job before July 1, 2005 and chose the new system will retain their seniority in the old system.

4. Labor-management agreements and various measures for safeguarding employee rights and interests

(1) The Employee-Employer Conference Committee was established in January 2007 to regularly hold employee-employer communication and coordination meetings, promote employee-employer cooperation, improve labor conditions and worker's living and working environment, and maintain mutual assistance and dependence between employees and the employer, and mutual benefit and harmony.

(2) The Company's website has prepared the employee communication channels to establish a good communication bridge.

(3) Formulate the Regulations for Unpaid Parental Leave to provide employees with more stable employment security.

5. Code of conduct or ethics for employees:

The Company has formulated the Code of Ethical Conduct to regulate the ethics of all the Company's employees. Please refer to the Company's website: www.co-tech.com. In addition, the Company has also formulated working rules and related guidelines to serve as standards for employees to follow. The main related measures are:

(1) Internal organization and management guidelines.

(2) Attendance management guidelines.

(3) Performance evaluation and assessment management guidelines.

(4) Promotion management guidelines.

(5) Sexual harassment prevention measures and punishment guidelines.

The Company evaluates employees based above-mentioned management guidelines. All rewards and punishments are announced and communicated to employees to comply with so that employees clearly understand the code of conduct. When employees have any conduct deserving reward or punishment, such will be handled pursuant to the aforesaid requirements.

6. Work environment and employee safety protection:

(1) Formulate the Occupational Safety and Health Management Manual to specify safety management matters for employees to follow.

(2) Occupational safety and health policy:

A Comply with occupational safety and health laws and regulations and related regulations.

B Protect the safety and health of all employees and all personnel entering the Company.

C Continuously improve the occupational safety and health management system and management performance.

D Prevent the occurrence of work-related injuries or unhealthy accidents.

E Actively promote consultation with workers and participate in safety and health-related issues.

(3) Formulate the Code of Occupational Safety and Health Practice in accordance with the Occupational Safety and Health Act; establish the Occupational Safety and Health Committee and the Occupational Safety Office; as well as appoint occupational safety and health management personnel in the workplace to promote safety and health automatic inspection plans, supervise occupational safety and health management, occupational safety and health training, and safety and health patrols in various departments.

(4) Equipment safety:

A Carry out inspection, maintenance and services pursuant to the relevant regulations of occupational safety and health organization management and automatic inspection guidelines.

B Inspection methods are divided into regular inspections, key inspections, and operation inspections, which are jointly developed and implemented by the Occupational Safety Office and the user unit according to the plan.

(5) Environmental sanitation:

A Implement cafeteria sanitation inspections every month.

B Perform monthly cleaning inspections of bathrooms and toilets.

C Regularly implement the work environment measurement.

(6) Healthcare: General physical examinations are carried out for newly hired employees at the time of on-board; general health examinations are carried out regularly for in-service personnel; special health examinations are carried out for those who are engaged in special hazardous operations. Contracted medical personnel are appointed for labor health services in accordance with regulations.

(7) Fire-fighting safety: Set up a complete fire-fighting system in accordance with the Fire Services Act, including fire-fighting safety equipment, fire refuge facilities,

among other things.

7. Operational Procedures for Handling Material Internal Information and Preventing Insider Trading: all employees, managerial officers and directors have been notified of these established procedures.

(II) Any losses suffered by the Company due to labor disputes in the most recent year and the current year up to the date of publication of this annual report, estimated amounts of potential losses at present and in the future, and corresponding countermeasures:

Having always regarded employees as our most valuable assets, the Company attaches great importance to the future development of our employees. No significant labor disputes have occurred, which is a testament to the presence of a harmonious labor-management relationship at the Company.

VI. Cyber Security Management

(I) Cybersecurity risk management structure, cybersecurity policy, specific management plans and resources invested in cybersecurity management:

1. Cybersecurity risk management structure

(1) The Company established the Information Security Management Office in September 2023, with one information security supervisor and one information security specialist responsible for the implementation of information security policy, promotion of information security information, improvement of employees' information security awareness, collection and improvement of the technical, product or procedure performance and effectiveness of the organization's information security management system, and reporting the implementation of information security to the management periodically.

(2) The Audit Office conducts information security inspections on the internal control system every year to assess the effectiveness of the internal control for the information and communication operations of the Company and reports to the Board of Directors on a regular basis every year.

2. Cybersecurity policy

In order to ensure the confidentiality, integrity and security of information-related software and hardware, data, documents and personnel, the Company measures its business needs, while referring to the relevant laws and regulations, to formulate the Company's Information Security Policy.

(1) Establish information security management specifications that meet the needs of the law and customers.

(2) Achieving the consensus of information security responsibility among all employees through the awareness of all employees.

(3) Protect the confidentiality, integrity and availability of the Company's and customers' information.

(4) Provide a safe production environment and ensure the sustainable operation of the Company's business as the guiding principle.

(5) The Company aims to establish a firewall, intrusion detection, anti-virus system and many internal control systems based on the three major information security protection objectives, namely anti-virus, anti-hacking, and anti-virus, in order to enhance the Company's ability to prevent external attacks and ensure the protection of internal confidential information.

3. Specific management plans for cybersecurity
   (1) Use network firewalls to control cyber threats.
   (2) E-mail security management sets up email auditing principles and set up black and white lists to prevent information security problems caused by emails.
   (3) Information security system (central control anti-virus system) has been set up to prevent computer viruses from invading the Company's computers and networks.
   (4) Set up identity verification and password principle control, access authorization, among other things, to manage data security.
   (5) Data backup for ensuring the security of backup data with remote backup.
   (6) Conduct information security concept promotion to employees every year to strengthen the Company's overall information security concept.
   (7) Review information security protection measures and review and correct information security loopholes every year.
   (8) Every year, the CPA team assists in information security audits to improve the implementation of information security inadequacies.
   (9) The Audit Office regularly reviews the Company's information security, and if the audit reveals deficiencies, the audited unit is requested to propose relevant improvement plans and follow up on the effectiveness of the improvements in order to reduce internal information security risks.
4. Resources invested in cybersecurity management
   (1) Human resources such as daily status check of each system, weekly backup and off-site storage of backup media, annual internal audit of information cycles, information system audits by accountants, etc.
   (2) Installation of network hardware equipment such as firewall, mail anti-virus, spam filtering, network management hubs, etc.
   (3) Installation of software systems such as endpoint protection system, backup management software, VPN and encryption software, etc.
   (4) Installation of telecommunication services such as multidrop line, cloud backup service, intrusion protection service, etc.
   (5) In 2025, the Company invested approximately NT$6 million to NT$7 million in information security resources, including cybersecurity-related software and hardware.

(II) Any losses suffered by the Company due to major cybersecurity incidents in the most recent year and the current year up to the date of publication of this annual report, the possible impacts thereof, and corresponding countermeasures; if a reasonable estimate cannot be made, an explanation of the fact that a reasonable estimate cannot be made shall be stated: None.

VII. Important contracts (contracts still in effect as of the date of publication of this annual report and those that have expired in the most recent year)

Nature of contract	Parties involved	Contract start and end date	Main content	Restrictive covenants
Construction agreement	Ruiying Construction Co., Ltd.	2021.09.09	Construction of Co-Tech's Plant No. 3 in Yunlin Technology-based Industrial Park	All information related to the contract that Party B is privy to regarding Party A is a trade secret of Party A or its affiliates. Party B shall take appropriate confidentiality measures in order to fulfill its duty of confidentiality to Party A. Party B shall not disclose Party A's business and trade secrets to any third party in any way. If Party B or its employees violate this confidentiality obligation and Party A suffers any property or non-property loss, Party B shall be liable and indemnify Party A for damages.

Five. Review of Financial Conditions, Financial Performance, and Risk Management

I. Financial Status

Unit: NT$ thousand

Item \ Year	2025	2024	Difference		
			Amount	%	Note
Current Asset	4,153,003	4,533,237	(380,234)	(8.39%)	
Property, Plant and Equipment	4,597,586	4,120,717	476,869	11.57%	
Intangible Assets	4,974	1,715	3,259	190.03%	
Other Assets	690,566	124,786	565,780	453.40%	
Total Assets	9,446,129	8,780,455	665,674	7.58%	1
Current Liabilities	1,920,707	2,221,418	(300,711)	(13.54%)	
Non-current liabilities	14,489	28,294	(13,805)	(48.79%)	
Total Liabilities	1,935,196	2,249,712	(314,516)	(13.98%)	2
Share Capital	2,525,880	2,525,880	0	0.00%	
Capital Surplus	1,571,196	1,560,897	10,299	0.66%	
Retained Earnings	3,134,776	2,452,065	682,711	27.84%	3
Other Equity	284,393	(8,099)	292,492	(3611.46%)	
Total Equity	(5,312)	0	(5,312)	0	
Current Asset	7,510,933	6,530,743	980,190	15.01%	

Explanation:
1. Increase in assets: Primarily due to an increase in cash and accounts receivable.
2. Increase in liabilities: Primarily due to a decrease in short-term borrowings.
3. Increase in retained earnings: Primarily due to an increase in net profit for 2025 compared to 2024.
4. If the impact is material, the future response plan shall be specified: None.

II. Financial Performance

(I) Analysis of Financial Performance

Unit: NT$ thousand

Item \ Year	2025	2024	Increase (decrease)	Change (%)
Operating Revenue	7,879,941	6,821,558	1,058,383	15.52
Cost of Goods Sold	(6,164,990)	(5,467,514)	(697,476)	12.76
Gross Profit	1,714,951	1,354,044	360,907	26.65
Operating Expenses	(267,592)	(211,110)	(56,482)	26.75
Operating Income	1,447,359	1,142,934	304,425	26.64
Non-operating income (expenses)	(106,671)	5,678	(112,349)	(1978.67)
Profit Before Income Tax	1,340,688	1,148,612	192,076	16.72
Analysis of changes: Following the continuous optimization of product portfolio in 2025, the Company recorded increases in operating revenue, gross profit, net operating profit, and profit before tax compared to the same period last year.				

(II) Projected sales volume and the basis for such projection, possible impact on the Company's future financial and business operations, and corresponding response plan

The expected sales volume is based on the Company's comprehensive assessment in accordance with its operating plan, general economy, market demand forecast, industry competition and business outlook of major customers. It is expected that the industry the Company is in will continue to grow steadily in the coming year. In addition, the Company will be committed to strengthening its operating health and accelerating the differentiation of technology and products. By rooting in Taiwan, the Company will continue to improve its manufacturing process, seeking to maintain the Company's stable growth.

III. Cash flow

(I) Cash Flow Analysis for the Current Year

Unit: NT$ thousand

Beginning cash balance (1)	Net cash flow from operating activities (2)	Cash Outflow (3)	Cash surplus (Deficit) (1)+(2)+(3)	Leverage of Cash Deficit	
				Investment Plans	Financing plan
1,990,232	362,476	-1,608,066	744,642	None	None
Explanation: Net cash outflow was primarily attributable to the payment of dividends, repayment of bank borrowings, construction of plant facilities, and acquisition of machinery and equipment.					

(II) Improvement plan for illiquidity: No illiquidity.

(III) Analysis of cash flows in the coming year:

1. Cash inflow from operating activities: The Company expects customer demand to be stable, giving rise to cash inflow from normal production.
2. Cash outflow from investing activities: Mainly due to expansion and adjustment of production capacity, and expenditure incurred for new purchases of equipment and expansion of factory due to development of new production process.
3. Cash outflow from financing activities: Mainly due to repayment of loans and expenditure incurred for leasing right-of-use assets.
4. The Company's priority is to maintain stable cash flows. Based on the cash balance on the books and the cash flow of operating activities and investment activities, the Company measures the financial market conditions, and prudently plans and controls various cash expenditures such as related investments and operations.

IV. Impact of major capital expenditures on the Company's finances and business: None.

V. Long-term Investment Policy and Results

Investment policy for the most recent year, primary reasons for profits or losses, improvement plans, and investment plan for the coming year:

Unit: NT$ thousand; December 31, 2025

The Company Invests	The Invested Company	Investment Amount	Policy	Current Profit and Loss (After Tax)	Improvement Plans	Other Future Investment Plans	Remarks
Co-Tech Development Corp.	Co-Tech Copper Foil (BVI) Inc.	US$3,500 thousand	The third-jurisdiction holding company for the reinvestment in Mainland.	471	None	None	Subsidiary
Co-Tech Copper Foil (BVI) Inc.	Co-Tech Copper Foil Shanghai Trade Ltd	US$200 thousand	Sales of copper foil	526	None	None	Sub-subsidiary

VI. Analysis and assessment of risk-related matters

(I) Impact of changes in interest rates, foreign exchange rates, and inflation on the Company's profits and losses, and future response measures

1. Interest rate changes and future response measures:

   The Company's cash management policy is based on the principle of safe and stable operation. In addition to maintaining safe working capital, spare funds are mainly deposited in time deposits at banks. With the premises of improving the financial structure, enriching medium and long-term working capital and reducing the risk of interest rate changes, the Company not only regularly assesses the market liquidity and bank interest rates, and prudently determines the financing means to obtain more favorable interest rates, but also adjusts loan positions in foreign currencies timely, regularly assesses the market capital, timely assesses the interest rate risk that all interest-paying liabilities are exposed to, whilst strengthening the capital management, and regularly controls accounts receivable and accounts payable to reduce the impact of interest rate changes on the bottom line of the Company.

2. Exchange rate changes and future response measures:

   (1) The Financial Department maintains close contact with the foreign exchange departments of financial institutions, collects relevant information on exchange rate changes all the time, fully grasps the trends and changes of international exchange rates, and actively responds to the negative effects of exchange rate fluctuations, to grasp the trend of exchange rate changes, for serving as a reference of foreign exchange trading and settlement.

   (2) The main quotation currency of the Company's accounts receivable and accounts payable arising from revenues and purchases is USD. By offsetting the assets and liabilities in foreign currencies, the exchange rate risk is reduced and the effect of natural hedging is achieved.

   (3) The Financial Department regularly makes internal assessment reports on the positions of foreign currency net assets (liabilities) to be hedged, which are reported to the management of the Company. To be consistent with the Group's exchange rate hedging strategy, the aim is not to retain foreign exchange positions.

   (4) All derivative transactions engaged in are for the purpose of hedging, and the profits and losses arising from exchange rate changes roughly offset the profits and losses of the hedged items, so market risks have little effect on the Company's profits and losses.

   (5) For the net foreign currency positions (assets and/or liabilities) held by the Company, hedging strategies will be adopted based on the exchange rate trends at the time, and the spot foreign exchange, forward foreign exchange or other derivative products are applied timely for hedging. Meanwhile, in response to exchange rate fluctuations, these positions are adjusted timely after prudent evaluation to avoid exchange rate fluctuation risks. Since the Company does not engage in foreign exchange operations irrelevant to the business, and every operation is for hedging, exchange rate fluctuations have not brought any significant impact.

3. Inflation and future response measures:

The Company has no significant impact from inflations, and the Company's quotations to customers and suppliers are mostly floating with the market prices, so the impact on the Company's profit and loss is limited.

The Company monitors market price fluctuations all time, adjusts product prices and material inventory timely, to reduce the impact of inflation on the Company, and signs purchase contracts with major raw material suppliers.

(II) Policies on high-risk or high-leverage investments, loans to others, endorsements and guarantees, and derivative transactions, primary reasons for profits or losses, and future response measures

1. High-risk, high-leverage investments for the current year: None.
2. Endorsements and guarantees for the current year: None.
3. Loans to others for the current year: None.
4. Derivative transactions for the current year:
   (1) Transaction policy: The Company's derivatives transactions are handled in accordance with the Procedures for the Acquisition and Disposal of Assets. These derivatives transactions this year were mainly to avoid exchange rate change risks for these foreign currency denominated net assets. The profit and loss from this and the profit and loss of the hedging items will offset each other, so the market risk is low.
   (2) The Company's derivatives transactions in 2025 are as follows:

Unit: NT$ thousand

<table>
<tr><th colspan="4">Type of contract / Transaction message</th><th>Forward contract</th></tr>
<tr><td rowspan="5">Non-trading purpose contracts</td><td rowspan="5">that do not meet the criteria for hedge accounting</td><td rowspan="3">Outstanding Position</td><td>Total contract amount</td><td>1,094,106</td></tr>
<tr><td>Fair value</td><td>(35,035)</td></tr>
<tr><td>Unrealized gains or losses recognized for the year</td><td>(36,401)</td></tr>
<tr><td rowspan="2">Settled Position</td><td>Total contract amount</td><td>2,244,569</td></tr>
<tr><td>Realized gains or losses recognized for the year</td><td>(29,589)</td></tr>
</table>

Note: In the financial statements, the disclosed "for trading" amount includes the "for trading" and "not for trading- non-conforming to the hedging accounting."

(3) Future response measures:

Derivative transactions shall aim to ensure the operating profit of the Company's operation, and avoid risks caused by fluctuations in exchange rates, interest rates or asset prices. All foreign exchange-related transactions are for the purpose of hedging risks, and transactions that are not related to hedging risks are not conducted at all. For the counterparties of transactions, the banks that have regular business relationships with the Company are selected to avoid credit risk.

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

In response to the future growth and customers' needs, the Company will continue to engage in the R&D of the fourth-generation RG series and HVLP4 to expand the market and enhance the Company's product diversification and differentiation.

1. Future R&D projects

(1) Short-term projects:

A In the application of the PCIe 6.0 platform, the development of RG series copper foil.

B In response to the advent of the new 5G era and the growing demand for netcom equipment, the Company is actively positioning the HVLP grade and RG series copper foil development used by the 400 GHz Switch.

C Development of advanced high-frequency copper foil for automotive advanced driver assistance systems (ADAS).

D Demand growth of Any-Layer HDI substrate used in smart phones, watches and AR/VR impels the development of HDI used in third-generation RG series copper foil.

(2) Long-term projects:

A The development of AI server drives the growth of demand for high-end PCB and Netcom equipment. The Company is actively deploying OAM boards, UBB boards, CPU motherboards, and the fourth generation RG series and HVLP4 copper foil used by 800 GHz Switch.

B 5G communication applied to the development of ultra-low signal loss and high-frequency copper foil with excellent passive intermodulation (PIM).

2. Estimated R&D expenses: The Company's R&D expenses accounted for approximately 1% of annual revenue in recent years. As the number of the Company's product development projects is gradually increasing, it is expected that the R&D expenses will remain at the same level or increase in the future to meet the Company's technology differentiation strategy and ensure its competitive advantage.

(IV) Impact of changes in key policies, laws, and regulations at home and abroad on the Company's finances and business, and corresponding response measures

The business operation of the Company is undertaken in accordance with domestic and overseas regulations. The Company constantly pays close attention to domestic and overseas policy development and regulatory changes, collects relevant information for the decision making of the management, consults professionals to fully monitor and respond to changes in market environment, and adjusts the relevant business strategies on a timely basis.

As of the date of publication of this annual report, the Company has not experienced any major policy or regulatory changes that influence the financial aspect of the Company.

(V) Impact of technological changes (including cybersecurity risks) and industry shifts on the Company's finances and business, and corresponding response measures

The downstream of the copper foil products produced by the Company are copper foil substrates and printed circuit boards. All electronic component designs must currently use copper foil, and there are no alternative products for the time being. However, the Company still monitors relevant technical changes and industry trends all the time, and evaluates the impact on the Company's future development and financial business, and takes necessary countermeasures.

With regards to information security, to ensure the confidentiality, integrity and security of information-related software, hardware, data, documents and personnel, the Company has formulated the information security policy to ensure the enforcement of a sound information security management mechanism, taking into account the Company's business needs and relevant laws and regulations.

Therefore, technological or industrial changes have not significantly impacted the Company's finance and business.

(VI) Impact of changes in corporate image on corporate crisis management, and corresponding response measures

The Company's business objectives are based on the principle of soundness and integrity. The Company pays attention to the maintenance of corporate reputation, seeking to attract more outstanding talents to serve the Company, and build the strength of the management team, so that the Company may return the business results to the shareholders and fulfill the corporate social responsibilities. Therefore, there is no situation that endangers the corporate image.

In the future, the Company will fulfill its corporate social responsibilities while pursuing the greatest interests for shareholders.

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

The selection of targets for investment and mergers and acquisitions is mainly based on these entities consistent with the Company's strategic development. Therefore, with a high degree of correlation among products, markets, channels, and customers, the Company may obtain effective controls over the investment benefits, organizational integration and financial risks.

As of the date of publication of this annual report, the Company has not been involved in any mergers and acquisitions.

(VIII) Expected benefits and potential risks of plant expansion, and corresponding response measures

Due to increasing production capacity needs of customers, in 2021, the Board of Directors approved an investment of NT$4.05 billion by resolution to expand production capacity so as to cater to market growth. The source of funding shall come from working capital. The Company has sufficient working capital and therefore is not exposed to risk of insufficient capital.

(IX) Risks associated with concentration of purchases or sales, and corresponding response measures

1. Risk associated with concentration of purchases and corresponding response measures:

   (1) Risk associated with concentration of purchases:

   Currently, most of the main raw materials purchased are supplied by domestic and foreign traders and manufacturers. The Company has multiple purchase channels, and has established long-term and stable cooperative relations with raw material suppliers to ensure the Company's adequate supply of raw materials and the stability of quality. At present, for the main raw materials used by the Company and suppliers required to prepare sufficient inventory based on the order quantity, the Company also simultaneously develops and tests different raw materials sources to prevent the risks resulting from the concentration of purchases.

   (2) Response measures against concentration of purchases:

   A Purchasing from multiple suppliers and diversify order quantity:

   (A) Keep purchasing from four or more suppliers, and continue to develop new suppliers each year.

   (B) Supplier diversification: Procurement is made with different suppliers as much as possible to ensure the supply of raw materials is secure and reduce the risk of centralized procurement.

   B Signing a long-term purchase contract:

   Due to the characteristics of the industry, it is difficult to find a stable and reasonable supplier of copper materials. Therefore, the Company has signed a half-year or one-year (basic + additional) purchase contract with a quality supplier to stabilize the supply source.

2. Risk associated with concentration of sales and corresponding response measures:

   The main target of copper foil sales is copper foil substrate and printed circuit board manufacturers. Printed circuit board customers are relatively scattered, and copper foil substrate customers are relatively concentrated. Sometimes the proportion of one single customer's revenue exceeds 10%, which is an industry characteristic. In addition to strictly controlling credit risks, the Company has developed new customers to diversify business volume to reduce business concentration risks and avoid excessive reliance on one customer.

(X) Impact and risks of significant transfers of changes in shareholdings by directors, supervisors, or major shareholders with 10% shareholding or more to the Company, and corresponding response measures: None.

(XI) None. Impact and risks of changes in management control to the Company, and corresponding response measures: None.

(XII) Any major litigious, non-litigious, or administrative disputes involving the Company, its directors, supervisors, president, de facto responsible persons, major shareholders with 10% shareholding or more, and affiliated companies that have been concluded by a final and conclusive judgment or is still pending as of the date of publication of this annual report, whose outcome may have a significant impact on shareholders" equity or securities prices: None.

(XIII) Other important risks and corresponding response measures:

1. Risk management policy

   In order to ensure the completeness of the Company's risk management system, the policy and guiding principles are specially formulated to implement the risk management check and balance mechanism and enhance the effectiveness of the division of specialty for risk management. The Company builds a business strategic and organizational culture that emphasizes risk management. From the perspective of the Company as a whole, through a series of activities such as the identification, measurement, monitoring, response and reporting of potential risks, it keeps the organization may sustain various risks that may be encountered during the operating activities within the scope through the qualitative and quantitative manners. An overall risk management system is established and jointly participated and implemented by the Board of Directors, managers and employees at all levels to reasonably ensure the achievement of the Company's strategic goals.

2. Risk management organizational structure and functions

   (1) Board of Directors: The Company's Board of Directors is the highest unit of the Company's risk management. It aims to comply with laws and regulations, promote and implement the Company's overall risk management, clearly understand the risks faced by the Company's operations, ensure the effectiveness of risk management, and be ultimately accountable for the risk management.

   (2) Audit Office: The Company's Audit Office is an independent department under the Board of Directors, with duties of internal control and internal audit. It is responsible for supervising and providing methods and procedures for ensuring that the Company conducts effective operational risk management.

   (3) Finance Department: Responsible for investment, financing and other businesses, and responsible for the maintenance of the relationship between institutions and investors to reduce financial risks.

   (4) Marketing Center: It is responsible for the Company's product sales, and understands the future trends based on economic indicators and market information, formulates the Company's sales plans, makes appropriate scheduling and adjustments based on market conditions, and strengthens services to create a win-win situation for both customers and the Company.

   (5) Plant Affair Division: It is in charge of plant affairs and production

management units, responsible for annual and monthly production planning, order delivery and production dispatch, inventory management, coordination of balance between production and sales, comprehensive management of plant affairs, cross-function coordination, employee performance appraisal and communication; these are all important functions of the Plant Affair Division.

(6) Occupational Safety Office: It is responsible for occupational safety and health management, formulates safety and health policies and supervises implementation to ensure the safety and health of workers and reduce the risks and losses of occupational disasters.

(7) Production Center: Production and yield management, target achievement and improvement, personnel production technology education and production operation management; it is responsible for the planning, execution and management of various work in the plants, promotion and execution of production technology improvement projects.

(8) Public Plant: It is responsible for the formulation and implementation of various equipment maintenance plans for the production plant and other units, to ensure that the production equipment meeting the requirements of product production and the normal operation of production, and to supply public fluids, water resources recovery, and sewage treatment in the entire plant zone.

(9) Project Division: Construction planning, equipment repair and planning, design, supervision and schedule management for construction improvement projects.

(10) Quality Assurance Division: Reviewing product quality judgment results, reviewing and inspecting the shipment quality, planning and promoting the company-wide quality assurance system, making it comply with standards and customer requirements. It also maintains it effectively, implementing the replies from customer surveys on the quality system, tracking and managing the complaints from the customer for abnormality.

(11) Technology Division: It is responsible for controlling and managing new product development evaluation, proposal, and trial production progress. Establish/revise the process conditions or parameters of the production unit, to make the production operation meeting the quality and yield requirements of the product, and issue to the production unit for implementation; analyses of the trial production and effectiveness for new products or new process conditions, and analyses and review of the improvement of the project.

(12) Procurement Department: It is responsible for procurement and outsourcing, and establishing a responding mechanism for raw material price changes and raw material supply shortages to reduce the risk of procurement business.

(13) Information Security Management Office: Planning, monitoring and implementation of information security systems.

VII.Other important matters: None.

Six. Special Disclosures

I. Summary of Affiliated Companies

(I) Consolidated business report of affiliated companies

1. Organization chart of affiliated companies

December 31, 2025

Parent	100% Owned by Subsidiary	100% Owned by Sub-subsidiary
Co-Tech Development Corp.	Co-Tech Copper Foil (BVI) Inc.	Co-Tech Copper Foil Shanghai Trade Ltd

2. Basic information of affiliated companies

Unit: NT$ thousand; December 31, 2025

Related Company	Date Established	Address	Paid-in Capital Amount	Main Business or Production Items
Co-Tech Copper Foil (BVI) Inc.	2002/6/24	Beaufort House, P. O. Box 438, Road Town, Tortola, British Virgin Islands	US$3,500 thousand	Investment business
Co-Tech Copper Foil Shanghai Trade Ltd	2003/12/3	F16, 2nd Floor, No. 215, North Fute Road, China (Shanghai) Pilot Free Trade Zone	US$200 thousand	Sales of copper foil

3. Information on the same shareholders who are presumed to have holdings and affiliation: None.
4. The industries covered by the business of the overall related company:

Main business:

(1) International trade, entrepot trade, inter-enterprise trade and trade agency business.

(2) Simple commercial processing and business consulting services.

(3) Warehousing and distribution business focusing on copper products and after-sales service of related products.

(4) Manufacturing and wholesaling of copper foil, glass and associated products, optical instruments and equipment and associated parts, photographic equipment and associated parts and accessories.

(5) Commissioning agency, importing and exporting and other related supporting services.

5. Information on directors, supervisors and general managers of related companies

December 31, 2025

Enterprise Name	Position (Note 1)	Name or Representative	Number of Shares Held (Note 2) (Note 3)	
			Capital Contribution or Number of Shares	Percentage of Shareholdings
Co-Tech Copper Foil (BVI) Inc.	Director	Co-Tech Development Corp. Representative: Lee Shih-Shen	US$3,500 thousand 3,500 thousand shares	100%
Co-Tech Copper Foil Shanghai Trade Ltd	Director	Co-Tech Copper Foil (BVI) Inc. Representative: Lee Shih-Shen	US$200 thousand	100%
	President	Lee Shih-Shen	-	0%

Note 1: If the affiliated company is a foreign company, an equivalent position is listed

Note 2: If the invested company is a company limited by shares, please fill in the number of shares and shareholdings ratio; otherwise, please fill in the capital contribution amount and capital contribution ratio and indicate it.

Note 3: When the directors and supervisors are corporate entities, the relevant information of the representatives shall be additionally disclosed.

6. Overview of operations of each affiliated company

Unit: NT$ thousand; December 31, 2025

Enterprise Name	Capital	Assets	Liabilities	Equity	Revenue	Operating Income	Profit (loss)
Co-Tech Copper Foil (BVI) Inc.	113,683	7,381	0	7,381	0	0	471
Co-Tech Copper Foil Shanghai Trade Ltd	5,808	11,444	5,598	5,846	93,665	569	526

Note: If the related company is a foreign company, the relevant figures should be converted into New Taiwan dollars as of the reporting date.

(II) Consolidated financial statements of affiliated companies

For the consolidated financial statements of the parent company and subsidiaries, please refer to the Co-Tech Development Corp. and Subsidiaries Consolidated Financial Statements and Independent Auditor's Report in Appendix 1.

(III) Affiliation report: None.

For related information, please refer to MOPS at http://mops.twse.com.tw.

II. Private placement of securities: None.

III. Other necessary supplementary explanations: None.

Seven. Other Significant Events Affecting Shareholders' Equity or Stock Price

Matters as stipulated in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act that have a significant impact on shareholders' equity or securities prices during the most recent year and the current year up to the date of publication of this annual report: None.