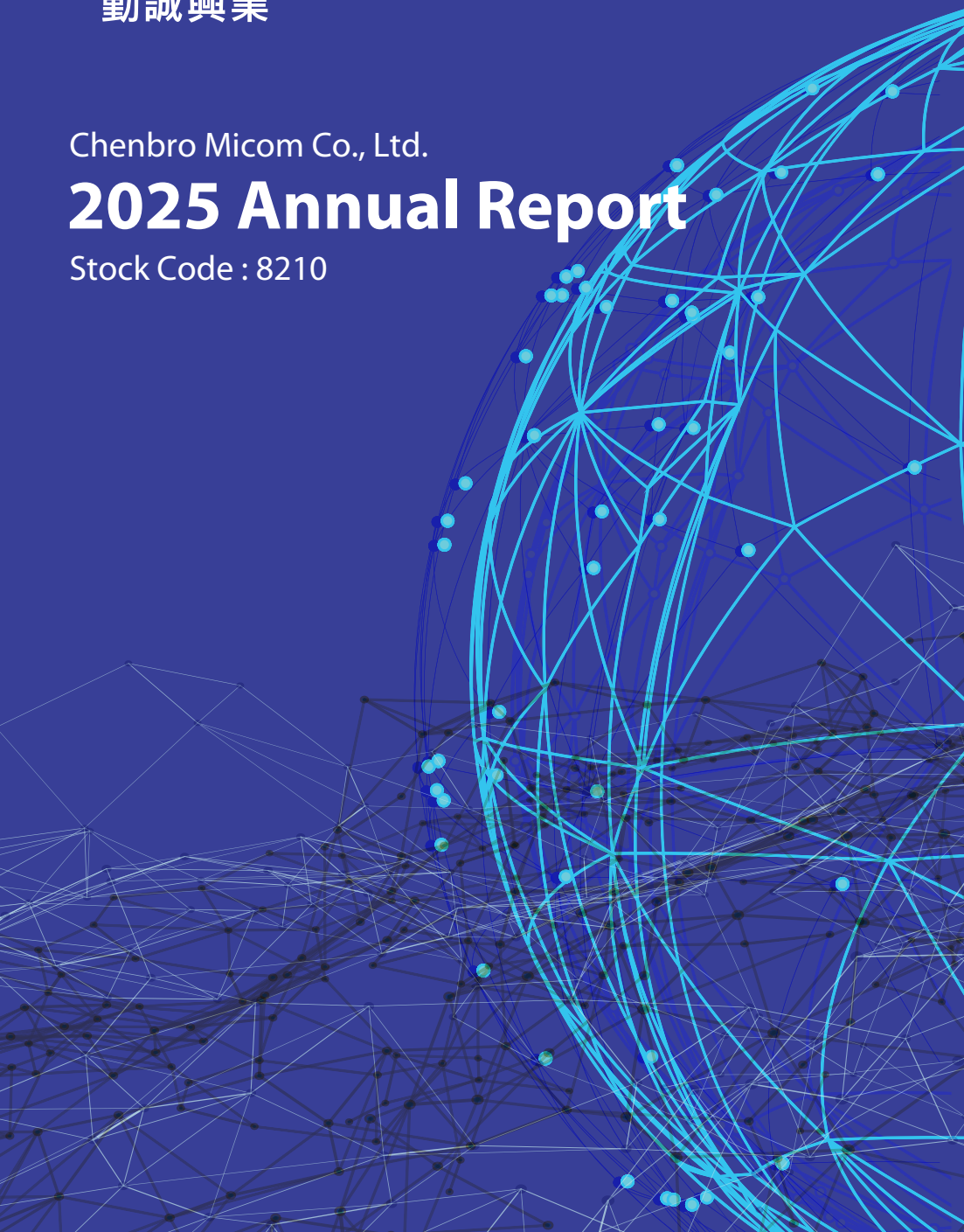


CHENBRO
勤誠興業

Chenbro Micom Co., Ltd.

2025 Annual Report

Stock Code : 8210



1. Company Spokesperson

Spokesperson Name: Ya-nan Chen

Title: CEO & President

Tel: (02)8226-5500

E-mail: ir@chenbro.com

Deputy Spokesperson Name: Xiang-yin Lin

Title: Global Marketing Division Director

Tel: (02)8226-5500

E-mail: ir@chenbro.com

2. Headquarters, Branches and Plant - Addresses and Contact Information

Headquarters: 18F, No. 558, Zhongyuan Road, Xinzhuang District, New Taipei City

Tel: (02)8226-5500

Chiayi Plant: No. 2, Machohouyuanqu 1st Rd., Lucao Township, Chiayi County

Tel: (05)362-5500

3. Stock Transfer Agent

NAME: Yuanta Securities Co., Ltd. Stock Transfer Agency Department

Address: B1, No. 67, Section 2, Dunhua South Road, Da'an District, Taipei City

Website: <http://www.yuanta.com.tw>

Tel: (02)2586-5859

4. Certified Public Accountants for the Most Recent Fiscal Year

Names: Pei-Chuan Huang, Fu-Ming Liao

Firm: Pricewaterhouse Coopers

Address: 27F, No. 333, Section 1, Keelung Rd., Xinyi Dist., Taipei City

Website : <http://www.pwc.tw>

Tel : (02)2729-6666

5. Overseas Securities Listings and Information Access

None

6. Company Website: <https://www.chenbro.com>

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Chapter 1

Letter to Shareholders

- I. Operating Performance in 2025
- II. Outline of the 2026 Business Plan
- III. Future Development Strategy
- IV. Impact of External Competition Environment, Legal Environment, and Overall Business Environment

Chapter 1 Letter to Shareholders

Dear Shareholders,

Looking back on 2025, the global technology industry has been undergoing a pivotal transition—from the rapid emergence of generative AI to the broad-based expansion of AI applications. The growing demand for high-performance computing has not only driven upgrades in server hardware specifications, but has also imposed more stringent requirements on data center infrastructure, including structural design, high-density load capacity, and modularization. Meanwhile, geopolitical developments and the accelerating restructuring of global supply chains have introduced both opportunities and challenges. In response, Chenbro has continued to move forward steadily with prudence, upholding its core values of diligence, humility, precision, and integrity amid a rapidly changing environment.

During the year, we maintained stable operational performance while dynamically adjusting our overall development strategy. We firmly believe that long-term corporate value is built upon continuous refinement of core competencies and thorough preparation for the future. In 2025, Chenbro focused on the following key strategies to strengthen its foundation and build sustainable growth momentum:

Technology and R&D: Leveraging Core Mechanical Expertise to Address Advanced Computing Challenges

As AI server chip modules continue to increase in weight and power consumption, diverse load-bearing and thermal solutions have been introduced, significantly increasing the complexity of server mechanical components. We have continued to enhance our R&D capabilities, focusing on structural strength, precision tolerance control, and highly compatible mechanical design. Through modular architecture, we have enhanced flexibility and expanded from chassis design into customized rack-level components, ensuring stability and scalability of overall hardware infrastructure and delivering comprehensive mechanical solutions.

Customer Service: Deepening Collaboration to Support Forward-looking Deployment

Amid increasingly diverse AI applications, we have continuously optimized our customer service model. Chenbro is committed to serving as a key strategic partner to cloud service providers (CSPs) and enterprise customers. Through in-depth technical engagement and customized services, we effectively address diverse computing demands across edge, on-premises, and cloud environments, supporting customers in their global infrastructure evolution.

Global Manufacturing and Operations: Flexible Deployment to Strengthen Resilience

In response to macroeconomic and geopolitical uncertainties, we have taken a long-term approach to optimizing our global manufacturing and operational footprint. We proactively adjust capacity allocation and build strategic partnerships across the supply chain to ensure delivery capabilities close to customer demand. At the same time, we continue to enhance automation and smart manufacturing to improve efficiency and precision in production processes.

Talent Development: Strengthening Organizational Depth for Future Growth

In a rapidly evolving industry, organizational resilience depends on talent strength. In 2025, we further strengthened talent development and succession planning for mid-level management. Through systematic leadership training, international job rotations, and project-based experience, we are building a talent pool with both professional depth and global perspective. We believe that fostering employee growth alongside corporate development is a key driver of sustainable transformation.

I. Operating Results for 2025

(I) Financial Performance

1. Operating Results

Unit: NT\$ thousand

Item	2025	2024	Increase (Decrease)	% Change
Operating Revenue	22,001,340	14,517,185	7,484,155	51.55
Gross Profit	6,594,135	3,789,787	2,804,348	74.00
Operating Income	4,767,433	2,506,276	2,261,157	90.22
Pre-tax Net Income	4,832,011	2,611,093	2,220,918	85.06
Net Income	3,660,638	1,971,916	1,688,722	85.64
Net Income Attributable to Parent Company Shareholders	3,558,344	1,933,531	1,624,813	84.03

2. Budget Execution

In accordance with current regulations, the Company did not prepare or disclose financial forecasts for 2025.

3. Financial Performance and Profitability Analysis

Item		2025	2024
Financial Structure (%)	Debt-to-Asset Ratio	52.78	56.36
	Long-Term Funds to Fixed Assets Ratio	220.92	186.70
Liquidity (%)	Current Ratio	151.95	159.60
	Quick Ratio	114.37	124.82
	Interest Coverage Ratio (times)	6069.06	3453.36
Profitability (%)	Return on Assets (ROA) (%)	18.07	13.03
	Return on Equity (ROE) (%)	39.41	30.45
	Operating Income to Paid-in Capital (%)	380.42	207.15
	Pre-tax Net Income to Paid-in Capital (%)	385.58	215.81
	Net Profit Margin (%)	16.17	13.32
	Earnings Per Share (NT\$)	29.06	16.05

(II) Research & Development

A solid R&D foundation is the cornerstone of sustainable corporate development. Leveraging our R&D centers and technical forums as dual engines, we continue to strengthen our core capabilities in mechanical design while actively enhancing the global deployment and protection of intellectual property. As of the end of 2025, Chenbro has accumulated 549 patents across Taiwan, the United States, and mainland China. In 2025, we further advanced patent development and applications in response to forward-looking computing demands, adding 17 new patents worldwide.

In response to increasingly stringent hardware requirements for high-end servers and the trend toward rack-level deployment of AI infrastructure, our R&D efforts not only focus on enhancing the reliability of individual server components, but have also expanded since last year to include rack-level components and solutions. Newly filed patents cover high-load server handle linkage structures, modular system backplane designs, expansion card retention mechanisms, high-density storage array devices, tool-less quick-release structures, as well as rack-level structural support and airflow optimization designs. Through continuous improvements in new material processing, structural load-bearing strength, integrated thermal and energy-efficient design, and simplified assembly processes, we are steadily strengthening our mechanical engineering capabilities from standalone chassis to full rack-level solutions.

We deploy these R&D achievements across key fields including AI, AIoT, 5G, and cloud infrastructure. At the same time, Chenbro actively integrates R&D resources across industries and academia, enhancing modular system integration and validation capabilities through in-depth technical exchanges and collaboration. In creating value for customers, we adhere to a modular design philosophy and strive to maximize component commonality. This significantly shortens product development and validation cycles, reduces tooling costs, and enables agile responses to the

growing trend of high-mix, low-volume production, thereby enhancing product value and market competitiveness.

More importantly, Chenbro embeds ESG principles into its R&D DNA and is committed to realizing a sustainable blueprint for next-generation products. By integrating product development strategies with environmental responsibility, we implement green R&D principles of “Reduce, Reuse, and Recycle,” aiming to deliver superior mechanical solutions while fulfilling our long-term commitment to environmental sustainability alongside global partners.

II. Impact of External Competitive Environment, Regulatory Environment, and Overall Economic Conditions

Since its establishment in 1983, Chenbro has consistently upheld a prudent and pragmatic management philosophy. Amid rapidly changing global political and economic conditions and industrial transformation, we continue to strengthen organizational resilience and management capabilities. In response to challenges such as fluctuations in international raw material prices, changes in global labor cost structures, supply chain restructuring, and increasingly stringent environmental regulations, Chenbro adopts a long-term perspective and proactively builds sustainable competitiveness to address future uncertainties.

In responding to the overall business environment, Chenbro does not merely adapt passively, but actively strengthens collaboration with customers and closely monitors market dynamics. We are committed to improving operational fundamentals through flexible optimization of production and sales structures, forward-looking procurement planning, and the full implementation of lean production, thereby steadily controlling cost variables. With these solid operational foundations, we are able to maintain high delivery flexibility while continuously enhancing the value of our products and services.

In terms of corporate governance and regulatory compliance, Chenbro adheres to the highest standards with a rigorous approach. We strictly comply with all applicable domestic and international regulations, from transparent and timely disclosure of financial and operational information to working with supply chain partners to promote green manufacturing and environmental compliance. Every aspect reflects our commitment to compliance. Chenbro will continue to fulfill its responsibilities as a corporate citizen, striving to achieve sustainable operations while fostering long-term harmony and prosperity with the environment, society, and all stakeholder.

III. Summary of 2026 Business Plan

(I) Operating Policies

Looking ahead, Chenbro will continue to move forward steadily in alignment with the long-term development trends of AI applications and high-performance computing (HPC). We will continue to focus on the niche market of high-end server chassis and proactively develop mechanical solutions with high structural strength and adaptability in response to evolving thermal technologies. At the same time, we will prudently explore emerging market opportunities and steadily expand our global customer base and full product portfolio. Internally, we will leverage lean management and smart manufacturing as dual drivers to enhance efficiency; externally, we will align with global low-carbon trends and incorporate net-zero transformation into our long-term competitiveness, aiming to build a resilient and sustainable development path in a dynamic market environment.

The specific operating policies cover the following four aspects:

1. Highly Compatible and Customized Mechanical Solutions

In response to the rapid growth of cloud data centers (CSPs) and various AI infrastructures, we will continue to strengthen our R&D capabilities in mechanical design. Through modular architecture and flexible production models, Chenbro is committed to providing highly compatible and deeply customized mechanical solutions, including server chassis and customized rack components. We aim to support advanced computing needs with solid engineering expertise, strengthen customer trust through differentiated services, and steadily deepen our niche market position.

2. Lean Management and Resilient Global Manufacturing Layout

In response to macroeconomic uncertainties and diversified end-market demand, we will continue to enhance our operational fundamentals. By strengthening lean management, optimizing inventory levels, and integrating automation and digital manufacturing technologies, we aim to improve capacity utilization and manufacturing quality. At the same time, we will flexibly deploy global production sites with a forward-looking perspective to maintain high delivery flexibility and operational resilience amid changing geopolitical and supply chain environments.

3. Value Chain Integration and Ecosystem Collaboration

Chenbro recognizes that future competition will be driven by ecosystems. We are committed to leveraging our core strengths to transform from a hardware supplier into a trusted strategic partner for our customers. Through diversified and flexible business models, we

continue to expand the breadth and depth of collaboration with customers and upstream and downstream partners. By integrating technologies and resources, we aim to build a robust value chain and create mutual benefits while enhancing Chenbro's unique market value.

4. Sustainable Governance and Fulfillment of Corporate Social Responsibility

We regard ESG (Environmental, Social, and Governance) as a core foundation for long-term corporate development. In line with global sustainability trends, Chenbro actively plans and implements low-carbon and environmentally friendly design initiatives, fulfilling its green R&D commitment of “Reduce, Reuse, and Recycle.” At the same time, we continue to strengthen talent development and optimize the work environment, striving to achieve both steady corporate growth and social responsibility, and to create long-term sustainable value for all stakeholders.

(II) Expected Sales Volume and Basis

The Company maintains balanced development across various sectors. With the continued growth of the global server industry, we expect that shipment volume and revenue from server chassis and related products will increase accordingly.

(III) Key Production and Sales Policies

1. Sales Strategy

In response to the high-mix, low-volume nature of the server industry and rapidly changing market trends, Chenbro provides highly customized mechanical integration solutions based on customer needs. Since last year, leveraging our strong mechanical foundation, we have successfully expanded into rack-level components and solutions, significantly broadening our core business scope and achieving a strategic extension from chassis-level supply to rack-level services. With “R&D design capability” and “flexible manufacturing capability” as our core strengths, we adopt three major business models—ODM/JDM, OBM, and OEM Plus—to continuously expand the depth and breadth of customer collaboration. Through close partnerships with external strategic partners, we aim to establish a unique market position and become a key partner in the mechanical solutions market.

2. Production Strategy

Chenbro continues to optimize its global manufacturing layout, building a flexible, multi-site production system capable of responding rapidly to market demands. By establishing production sites and key processes in major global markets, we provide localized advantages such as rapid prototyping and nearby delivery, thereby reducing geopolitical risks and strengthening long-term collaboration with international customers. Each production base is

strategically assigned roles based on regional conditions, labor structure, technical capabilities, and regulatory environment, forming a highly synergistic global manufacturing network. On this basis, the Company continues to promote Low Cost Intelligence Manufacturing (LCIM), optimizing cost structures and capacity utilization through continuous process improvements and the adoption of digital and automated manufacturing technologies, thereby enhancing overall operational efficiency and long-term competitiveness.

3. R&D Strategy

In response to rapid technological changes, Chenbro continues to strengthen its existing product lines while leveraging its advanced R&D center and technical forums to enhance market insight and cultivate innovative talent. We focus on continuously advancing our core mechanical expertise and steadily promoting new product development and patented technologies. In terms of R&D deployment, we not only expand the application of high-strength, lightweight, and low-carbon materials, but also proactively develop chassis structures compatible with advanced cooling technologies such as air and liquid cooling. In addition, in response to global ESG trends, Chenbro strictly adheres to environmentally friendly design principles, implementing hazardous substance management, prioritizing green materials, and adopting a modular design approach emphasizing lightweight, high compatibility, tool-less assembly, and easy disassembly. Through full lifecycle evaluation, we aim to provide low environmental impact solutions that are non-toxic, recyclable, and energy-efficient.

IV. Future Development Strategy

Entering 2026, global economic recovery and geopolitical developments continue to create uncertainties in end-market demand and consumer confidence. However, driven by the continued expansion of high-performance computing (HPC) applications and steady demand for AI server deployment, we expect the coming year to remain one of steady growth and progress for Chenbro. We will take a prudent and firm approach to building long-term development opportunities amid uncertainties.

In response to rapidly changing market conditions, Chenbro remains focused on diversified computing demands. We will continue to strengthen collaboration with CSPs and industry partners, enhance both standard and customized product designs, and steadily implement flexible global manufacturing and localized services. By working closely with supply chain partners, we aim to build a resilient supply system that supports customers' global expansion while strengthening long-term partnerships based on mutual trust and benefit.

As a key enabler of global cloud infrastructure, Chenbro will continue to advance its three core business models and focus on four major application areas: Edge, AI, Cloud/Enterprise,

and Storage. While strengthening our presence in China and the United States, we will gradually expand our global footprint and enhance long-term competitiveness through continuous improvement in service quality and engineering expertise.

In response to ongoing external changes, Chenbro will rely on clear strategic direction and a strong next-generation management team to continue investing in talent development and operational efficiency, thereby enhancing overall resilience. Under the supervision of the Board of Directors, we will integrate sustainability into all aspects of operations and strive to create long-term value for shareholders, employees, customers, and society.

The above presents a report on the Company's 2025 operating performance and outlook for 2026. We sincerely thank all shareholders for their continued support. Chenbro will continue striving to enhance performance and create optimal corporate value.

With respectful wishes for prosperity and success

Chairperson:

Mei-chi Chen

Managers:

Ya-nan Chen

Accounting Supervisor:

Shu-Chen Yu

Chapter 2 **Corporate Governance Report**

- I. Information on the Company's Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents, and Heads of the Company's Divisions and Branches
- II. Remuneration Paid During the Most Recent Fiscal Year to Directors, Supervisors, President, and Vice Presidents
- III. Implementation of Corporate Governance
- IV. Information on CPA Professional Fees
- V. Information on Replacement of CPAs
- VI. Information on the Chairman, General Manager, or Managers Responsible for Financial or Accounting Matters Who Were Employed by the Certifying CPA Firm or Its Affiliates Within the Past Year, Including Their Names, Titles, and Duration of Employment
- VII. Changes in Shareholding and Pledged Shares of Directors, Supervisors, Managerial Officers, and Shareholders Holding More Than 10% of the Shares During the Most Recent Fiscal Year and Up to the Date of Publication of the Annual Report
- VIII. Relationship Information, If Among the Company's Ten Largest Shareholders, Any One Is a Related Party or a Relative Within the Second Degree of Kinship of Another
- IX. Total Number of Shares and Total Equity Stake Held in any Single Enterprise by the Company, Its Directors and Supervisors, Managers, and Any Companies Controlled Either Directly or Indirectly by the Company

Chapter 2 Corporate Governance Report

I. Information of Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents, Department Heads, and Branch Supervisors

(I) Information of directors and supervisors

- (1) Name, gender, age, nationality or place of registration, education and major experience, current positions in the Company and other companies served concurrently, date elected/appointed, term of office, date first elected, shareholdings of the person, his/her spouse, minors, and by nominee arrangement, professional qualifications, and independence status:

Date: March 31, 2026

Date: March 31, 2020

Position	Nationality	Name	Gender and age	Date elected	Term of office	Date first elected	Shareholding when elected		Current shareholding		Spouse & minor shareholding		Shareholding by nominee arrangement		Major experience (education)	Current positions in the Company and other companies served concurrently	Executives, directors, or supervisors who are spouse or relative within the second degree of kinship			Note (Note 1)
							No. Shares	%	No. Shares	%	No. Shares	%	No. Shares	%			Position	Name	Relationship	
Chairperson	ROC	Mei-chi Chen	Female 61 ~ 70 years old	May 31, 2023	3 years	July 6,2009	9,656,009	8.00	9,656,009	7.71	1,726,577	1.38	12,040,000	9.61	Honorary Doctorate in Management, National Yunlin University of Science and Technology EMBA, National Taiwan University Department of Banking and Finance, National Chengchi University Founder of the Company	Chief Strategy Officer & Chief Sustainability Officer of the Company Vice Chairperson, Women on Boards (WOB) Taiwan Director, Taiwan Industrial Holdings Association Director, Yen-Yang Education & Culture Foundation Director, Public Welfare Platform Culture Foundation Director, Jiang Xian-Er Art & Culture Foundation Director, See · Chi Po-Lin Foundation Director, China University of Technology Honorary Director, New Taipei City Contemporary Legend Cultural & Art Foundation Instructor, Advanced Civil Servant Training Leap Program, National Academy of Civil Service Independent Director, PROMATE ELECTRONIC CO., LTD. Director, CHEN-SOURCE INC. Representative of Corporate Director and Chairperson, Chen-Feng Precision Co., LTD.	Director and Special Assistant to the Chairman	Tsun-yen Lee	Relative-in-law	None
																	Senior Assistant Manager	Yun-Peng Chen	Mother and Daughter	None
Director	ROC	Tsun-yen Lee	Female 61 ~ 70 years old	May 31, 2023	3 years	Jun.26,2009	5,306,029	4.40	5,306,029	4.23	13,038,433	10.40	0	0.00	Business Management, Taipei Municipal Shilin High School of Commerce Chairperson, Ming Kuan Investment Co., Ltd	Executive Assistant to the Chairperson, the Company Chairperson, Ming Kuan Investment Co., Ltd Chairperson, Chung Chiao Asset Management Co., Ltd. Representative of Corporate Director, CHEN-SOURCE INC.	Chairperson	Mei-chi Chen	Relative-in-law	None

Position	Nationality	Name	Gender and age	Date elected	Term of office	Date first elected	Shareholding when elected		Current shareholding		Spouse & minor shareholding		Shareholding by nominee arrangement		Major experience (education)	Current positions in the Company and other companies served concurrently	Executives, directors, or supervisors who are spouse or relative within the second degree of kinship			Note (Note 1)
							No. Shares	%	No. Shares	%	No. Shares	%	No. Shares	%			Position	Name	Relationship	
																Representative of Corporate Director, CHENXERGO INC. Chairperson, Zhongxin Development Corporation				
Director	ROC	Yu-ling Tsai	Female 71 ~ 80 years old	May 31, 2023	3 years	Jun.23, 2020	0	0.00	0	0.00	0	0.00	0	0.00	Master of Law, National Taiwan University Minister without Portfolio, Executive Yuan General Counsel, IBM Greater China (Hong Kong, Taiwan, Mainland China); General Counsel, IBM Taiwan Judge, Shilin District Court (Taipei), Taoyuan District Court, Changhua District Court, and other local courts	Co-Founder, Lee, Tsai & Partners Attorneys-at-Law Chairperson, Asian FinTech Alliance Honorary Chairperson, Taiwan FinTech Association Founding Honorary Chairperson, Women on Boards (WOB) Taiwan Supervisor, Huaan University Director, Lee Kuo-Ting Foundation for Technology Development Commissioner, Taipei City Government International Affairs Committee Supervisor, Artificial Intelligence Technology Foundation Representative of Corporate Director, JPC connectivity Inc. Representative of Corporate Director, UNIC TECHNOLOGY CORPORATION Director, AsWater Advanced Envirotech LTD. Independent Director, GREAT WALL ENTERPRISE CO., LTD. Independent Director, WIWYNN CORPORATION	None	None	None	None
Director	ROC	Chung-pao Wu	Male 61 ~ 70 years old	May 31, 2023	3 years	Jun.26,2009	0	0.00	0	0.00	0	0.00	0	0.00	Master of International Business, National Taiwan University Founder, PROTECH SYSTEMS CO., LTD.	Chairperson, PROTECH SYSTEMS CO., LTD. Chairperson, PROX SYSTEMS CO., LTD. Independent Director, MARKETECH INTERNATIONAL CORP. Independent Director, EVA AIRWAYS CORPORATION	None	None	None	None
Director	ROC	Te-feng Wu	Male 61 ~ 70 years old	May 31, 2023	3 years	Jun.23, 2020	0	0.00	0	0.00	0	0.00	0	0.00	EMBA international programme, National Taiwan University MBA, Fudan University, Shanghai Vice President & Chief Strategy Officer, PwC Taiwan Chairperson, NTU EMBA Alumni Foundation & President, NTU EMBA Alumni Association Director, FEDERAL CORPORATION Advisory Committee Member, College of	Chairperson, China Tax Research Center Foundation Honorary Chairperson, Chunghwa Association of International Taxation Executive Director, Taxation Research Association Independent Director, AURORA CORPORATION	None	None	None	None

Position	Nationality	Name	Gender and age	Date elected	Term of office	Date first elected	Shareholding when elected		Current shareholding		Spouse & minor shareholding		Shareholding by nominee arrangement		Major experience (education)	Current positions in the Company and other companies served concurrently	Executives, directors, or supervisors who are spouse or relative within the second degree of kinship			Note (Note 1)
							No. Shares	%	No. Shares	%	No. Shares	%	No. Shares	%			Position	Name	Relationship	
														Management, National Taiwan University Executive Director, China Tax Research Association (Taiwan) Director, Chunghua Association of Public Finance Director, Asia Pacific Cultural & Creative Industries Association Financial Integrity Advisory Committee Member Member, Intellectual Property Committee, Chinese National Federation of Industries Associate Professor, Department of Accounting, Chung Yuan Christian University (teaching International Taxation) Adjunct Professor, Department of Accounting & Department of Law, Soochow University (teaching International Taxation)						
Independent Director	ROC	Wei-shun Cheng	Male 61 ~ 70 years old	May 31, 2023	3 years	Jun.23, 2020	0	0	0	0	0	0	0	0	Master of Accounting, Northern Illinois University CFO & Executive Vice President, AUO Corporation Representative of Corporate Director, DARWIN PRECISIONS CORPORATION. Representative of Corporate Director, Lextar Electronics Corp. Chairperson, Sun Da Materials Co., Ltd. Vice Chairperson, AUO CRYSTAL CORP. Representative of Corporate Director / General Manager, Kang Li Investment Co., Ltd.	Independent Director, DAXIN MATERIALS CORP. Independent Director, RAYDIUM SEMICONDUCTOR CORPORATION Independent Director, UNICTRON TECHNOLOGIES CORPORATION	None	None	None	None

Position	Nationality	Name	Gender and age	Date elected	Term of office	Date first elected	Shareholding when elected		Current shareholding		Spouse & minor shareholding		Shareholding by nominee arrangement		Major experience (education)	Current positions in the Company and other companies served concurrently	Executives, directors, or supervisors who are spouse or relative within the second degree of kinship			Note (Note 1)
							No. Shares	%	No. Shares	%	No. Shares	%	No. Shares	%			Position	Name	Relationship	
														Representative of Corporate Director / General Manager, Ronly Venture Corporation						
Independent Director	ROC	Chung-hsing Huang	Male 71 ~ 80 years old	May 31, 2023	3 years	Jun.23, 2020	0	0	0	0	0	0	0	0	Ph.D., Business Administration, University of Texas at Austin Vice Dean, College of Management, National Taiwan University Guest Professor, College of Management, Tunghai University Supervisor, Test-Rite International Co., Ltd. Chairman, Dotcom Charity Foundation	Independent Director, Medical Imaging Corporation Director, Avary Holding (Shenzhen) Co., Ltd. Professor, College of Management, Chang Gung University	None	None	None	None
Independent Director	ROC	Wen-cheng Liu	Male 71 ~ 80 years old	May 31, 2023	3 years	May 31, 2023	31,000	0.03	31,000	0.03	0	0.00	0	0.00	Master of International Business Management, Northrop University, USA Chairperson, Taiwan Corporate Governance Association Independent Director, GLOBAL UNICHIP CORP. Independent Director, VANGUARD INTERNATIONAL SEMICONDUCTOR CORPORATION Chairperson & General Manager, BRISTOL-MYERS SQUIBB (TAIWAN) LTD.	Independent Director, ADVANTECH CO., LTD. Representative of Corporate Director, MAYWUFA COMPANY LTD. Managing Director, Taiwan Corporate Governance Association	None	None	None	None
Independent Director	ROC	Pei-fang Tsai	Female 51 ~ 60 years old	May 31, 2023	3 years	May 31, 2023	0	0.00	0	0.00	0	0.00	0	0.00	EMBA/Masters in Marketing, Baruch College, The City University of New York Bachelors in Applied Mathematics, National Chiao Tung University Chairperson, Diebold Nixdorf Taiwan Ltd. (Wincor Nixdorf Taiwan Ltd.)	None	None	None	None	None

Note 1. No Chairperson and Vice President or persons with equivalent positions (the top manager) are the same person or are in a spousal relationship or within first degree of kinship at the Company.

(2) Directors and Supervisors who are representatives of corporate shareholders: None

- (3) If the major shareholders in the second item are corporations: None
(4) Professional knowledge and independence information of directors and supervisors

Date: March 31, 2026

Criteria Name Title	Professional Qualifications and Experience	Status of Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Mei-Chi Chen Chairperson	Graduated from the Executive MBA program at National Taiwan University and awarded an Honorary Doctorate in Management from National Yunlin University of Science and Technology. He is currently the Founder and Chairman of Chenbro Micom Co., Ltd. With many years of experience in business, finance, and corporate operations, he has been dedicated to the computer and peripheral equipment industry for over 40 years. He possesses professional capabilities in leadership, marketing, operations management, and strategic planning, and has guided the company toward a leading position in the industry with an international perspective, committed to achieving sustainable operations.	Not falling under any of the circumstances listed in Article 30 of the Company Act.	1
Tsun-Yen Lee Director	Graduated from the Comprehensive Business Department of Taipei Shilin Advanced Business Vocational School, she is currently a director and special assistant to the chairperson of CHENBRO MICOM CO., LTD., With years of experience in business, finance, and corporate affairs, she has rich experience in planning.	Not falling under any of the circumstances listed in Article 30 of the Company Act.	0
Chung-Pao Wu Director	Graduated from the Master of International Business program at National Taiwan University, currently the founder of Protech Systems Co., Ltd. With years of experience in business, finance, and corporate affairs, he possesses professional market competition judgment and innovative leadership skills.	1. Neither I, my spouse, nor relatives up to the second degree of kinship hold positions as directors, supervisors, or employees of the Company or its affiliated enterprises. 2. Neither I, my spouse, nor relatives up to the second degree of kinship (or through the use of another person's name) hold any shares or ownership stakes in the Company.	2
Yu-ling Tsai Director	Graduated from the Faculty of Law at National Taiwan University and holds a lawyer's license. Currently the co-founder of Lee Tsai & Partners, she has served in various positions such as Executive Yuan, judge at Taipei Shilin, Taoyuan, and Changhua District Courts, and Legal Director of IBM Greater China. With extensive experience in business, law, and corporate affairs, she focuses on industrial technology law, technological innovation, and innovative leadership.		2

Criteria Name Title	Professional Qualifications and Experience	Status of Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Te-Feng Wu Director	Graduated from the EMBA program at National Taiwan University's College of Management (overseas class), holds a Certified Public Accountant license in the Republic of China. Currently Chairman of the China Tax Research Center and Hu Hsia Strategy Management Consultant Co., Ltd., He has served as Deputy Director and Chief Strategist at PwC Taiwan, as well as a professor at public and private universities. With years of experience in business, finance, accounting, and corporate affairs, he specializes in corporate operations, financial planning, and accounting professional affairs, possessing extensive industry experience.	3. I do not serve as a director, supervisor, or employee of any specific related company of the Company (in accordance with the provisions of Article 3, Paragraph 1, Items 5-8 of the Regulations Governing the Establishment and Compliance Matters for Independent Directors of Public Companies).	1
Pei-Fang Tsai Independent Director	Graduated from the International Executive Program in Marketing Management at Baruch College, City University of New York (Master's degree) and from the Department of Applied Mathematics at National Chiao Tung University (Bachelor's degree). Former Chairman of Dibo Tofu Information Co., Ltd. (Deltod Information Co., Ltd.). Possesses extensive experience in business, finance, and corporate affairs, specializing in corporate operations, financial planning, and accounting. Holds rich industry experience.	4. I have not received any remuneration for providing business, legal, financial, or accounting services to the Company or its affiliated enterprises in the past two years. 5. There has been no occurrence of any circumstances specified in Article 30 of the Company Act.	0
Wei-Shun Cheng Independent Director	Holds a Master's degree in Accounting from Northern Illinois University, USA, and is a certified public accountant in Taiwan. Currently serves as a member of the Remuneration Committee and the Audit Committee (convener) of the Company. Former CFO/Executive Vice President of Finance at AU Optronics Corp. (AUO). Brings extensive experience in business, finance, and corporate affairs, specializing in corporate operations, financial planning, and accounting. Possesses rich industry experience.		3
Chung-Hsing Huang Independent Director	Holds a Ph.D. in Business Administration from the University of Texas at Austin, USA. Currently a member of the Remuneration Committee and the Audit Committee of the Company, as well as an independent director of multiple listed companies. Also serves as a visiting professor at Chang Gung University Management College. Former Associate Dean of the College of Management at National Taiwan University and a visiting professor at Tunghai University. Holds professional qualifications in business and related disciplines required by the relevant departments of public and private colleges and universities.		1

Criteria Name Title	Professional Qualifications and Experience	Status of Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Wen-Cheng Liu Independent Director	Holds a Master's degree in International Business Management from Winthrop University, USA. Currently an independent director of World Advanced Integrated Circuit Co., Ltd., Advantech Co., Ltd., and Microbio Co., Ltd., as well as the legal representative of Miaofei Co., Ltd. Former auditor at Ernst & Young, accountant manager, CFO, Deputy General Manager, General Manager, Chairman of Taiwan Biji Tshigubao Co., Ltd., independent director of Creative Technology Co., Ltd., Chairman of Taiwan Corporate Governance Association, and Executive Committee of Taiwan Corporate Governance Association. Possesses extensive experience in business, finance, and corporate governance, specializing in corporate strategy and operational planning and execution supervision, and has rich industry experience.	1. Myself, my spouse, and relatives within the second degree of kinship have not assumed positions as directors, supervisors, or employees of the Company or its affiliated enterprises. 2. My spouse and relatives within the second degree of kinship (or through the use of others' names) do not hold any shares of the Company. Before being elected as an independent director of the Company, I already held 31,000 shares of the Company's stock. After assuming the role of independent director, the number of shares held has remained unchanged. 3. I have not assumed positions as directors, supervisors, or employees of companies with specific relationships to the Company (in accordance with the regulations stipulated in Article 3, Paragraph 1, Items 5-8 of the Rules Governing the Establishment of Independent Directors for Public Companies). 4. I have not received any remuneration from the Company or its affiliated enterprises for providing services in business, legal, financial, or accounting matters in the past two years. 5. I have not been involved in any circumstances stipulated in Article 30 of the Company Law.	1

(II) Information on President, Vice Presidents, Assistant Vice Presidents, and Heads of the Company's Divisions and Branches

Date: March 31, 2026

Position	Nationality	Name	Gender	Date elected	Shareholdings		Spouse & minor shareholdings		Shareholding by nominee arrangement		Experience (education)	Other concurrent positions	Managers with a spousal relationship or within the second degree of kinship			Note (Note 1)
					No. Shares	%	No. Shares	%	No. Shares	%			Position	Name	Relationship	
Chairman, Chief Strategy Officer, and Chief Sustainability Officer	ROC	Mei-chi Chen	Female	Jan. 9, 2023	9,656,009	7.71	1,726,577	1.38	12,040,000	9.61	Honorary Doctorate in Management, National Yunlin University of Science and Technology EMBA, National Taiwan University Department of Banking and Finance, National Chengchi University Founder of the Company	The Chairman of the Company Vice Chairperson, Women on Boards (WOB) Taiwan Director, Taiwan Industrial Holdings Association Director, Yen-Yang Education & Culture Foundation Director, Public Welfare Platform Culture Foundation Director, Jiang Xian-Er Art & Culture Foundation Director, See · Chi Po-Lin Foundation Director, China University of Technology Honorary Director, New Taipei City Contemporary Legend Cultural & Art Foundation Instructor, Advanced Civil Servant Training Leap Program, National Academy of Civil Service Independent Director, PROMATE ELECTRONIC CO., LTD. Director, CHEN-SOURCE INC. Representative of Corporate Director and Chairperson, Chen-Feng Precision Co., LTD.	Director and Special Assistant to the Chairman	Tsun-yen Lee	Relative-in-law	None
													Senior Assistant Manager	Yun-Peng Chen	Mother and Daughter	None

Position	Nationality	Name	Gender	Date elected	Shareholdings		Spouse & minor shareholdings		Shareholding by nominee arrangement		Experience (education)	Other concurrent positions	Managers with a spousal relationship or within the second degree of kinship			Note (Note 1)
					No. Shares	%	No. Shares	%	No. Shares	%			Position	Name	Relationship	
CEO & President	ROC	Ya-Nan Chen	Female	Dec. 1, 2024	17,214	0.01	0	0.00	0	0.00	Global Entrepreneur Program, National Taiwan University Department of Foreign Languages and Literatures, National Taiwan University Intel Microelectronics Asia Ltd., Taiwan Branch (U.S.A.) LSI Corporation NetApp Hong Kong Limited, Taiwan Branch	None	None	None	None	None
Senior Assistant Manager, Global Sale	ROC	Pei-lin Ho	Male	Jan. 1, 2023	37,000	0.03	0	0.00	0	0.00	EMBA, Global Business Management Program, College of Commerce, National Chengchi University Tamkang University Bachelor of Science in Chemical Engineering Business Development Manager, Zhi Zhuo Fei Gao Co., Ltd. PM Supervisor, Tripod Technology Corporation	None	None	None	None	None
Senior Assistant Manager, Taiwan Manufacturing	ROC	Hong-Da Chen	Male	Mar. 12, 2024	9,787	0.01	0	0.00	0	0.00	Master of Science in Industrial Education and Technology, National Changhua University of Education Bachelor of Science in Industrial Engineering and Management, National Yunlin University of Science and Technology Associate Vice President, Production Center (Manufacturing & Quality Assurance), Accutex Technologies Co., Ltd.	None	None	None	None	None

Position	Nationality	Name	Gender	Date elected	Shareholdings		Spouse & minor shareholdings		Shareholding by nominee arrangement		Experience (education)	Other concurrent positions	Managers with a spousal relationship or within the second degree of kinship			Note (Note 1)
					No. Shares	%	No. Shares	%	No. Shares	%			Position	Name	Relationship	
Senior Assistant Manager, Global IT/DX Division and Global Supply Chain Management Division	ROC	Yun-peng Chen	Female	Jan. 1, 2023	148,837	0.12	0	0.00	0	0.00	Executive MBA (EMBA), Guanghai School of Management, Peking University / Northwestern University (Kellogg School of Management) Master of Science in Economics, Lehigh University	None	Chairman, Chief Strategy Officer, and Chief Sustainability Officer	Mei-chi Chen	Mother and Daughter	None
Global Finance Division Assistant Vice President of Accounting and Corporate Governance Director	ROC	Shu-Chen Yu (Note1)	Female	Nov. 8, 2023	3,000	0.00	0	0.00	0	0.00	MBA in Finance, Baruch College, The City University of New York (CUNY) Bachelor's Degree in Accounting, National Chengchi University Finance Center, D-Link Corporation	None	None	None	None	None
Global Finance Division Assistant Vice President of Finance	Malaysia	Mun-Meng Wong (Note1)	Male	Aug. 7, 2025	0	0.00	2,000	0.00	0	0.00	EMBA, National Chengchi University Graduate-Level Credits in Management, National Taiwan University Bachelor's Degree in Finance, National Sun Yat-sen University 26 years of industry experience at China Synthetic Rubber Corporation and Avery Dennison	None	None	None	None	None

Note 1.The former Chief Financial Officer, Shu-Chen Yu, was reassigned due to an internal job adjustment. Effective August 7, 2025, the position has been assumed by Mun-Meng Wong.

II. Remuneration Paid to Directors, Supervisors, President, and Vice Presidents for the Most Recent Fiscal Year

(1) Remuneration of General Directors and Independent Directors (Disclosed in Aggregate with Name Disclosure by Compensation Tier)

Dec. 31, 2025 Unit: NT\$ Thousand

Position	Name	Directors' Remuneration								The total amounts and the proportions of net profit after tax for A, B, C, and D. (Note 10)		Relevant Remuneration Received by Directors Who are Also Employees								The total amounts and the proportions of net profit after tax for A, B, C, D, E, F, and G. (%) (Note 10)		Remuneration from any Investee or parent company other than subsidiaries(Note 11)
		Compensation (A) (Note 2)		Pension (B)		Directors' Consideration (C)(Note 3)		Professional practice payments (D)(Note 4)				Salary, Bonuses, and Allowances (E) (Note 5)		Pension (F)		Employee compensation (G) (Note 6)						Remuneration from any Investee or parent company other than subsidiaries(Note 11)
		The Company	Companies in the financial statements (Note 7)	The Company	Companies in the financial statements (Note 7)	The Company	Companies in the financial statements (Note 7)	The Company	Companies in the financial statements (Note 7)	The Company	Companies in the financial statements (Note 7)	The Company	Companies in the financial statements (Note 7)	The Company	Companies in the financial statements (Note 7)	The Company		Companies in the financial statements (Note 7)		The Company	Companies in the financial statements (Note 7)	
																Amount of Cash	Amount of Stock	Amount of Cash	Amount of Stock			
Director	Mei-Chi Chen	0	0	0	0	37,547	37,547	69	69	37,616 1.06	37,616 1.06	2,700	2,700	60	60	1,372	0	1,372	0	41,748 1.17	41,748 1.17	0
	Chung-Pao Wu																					
	Tsun-Yen Lee																					
	Yu-Ling Tsai																					
	Te-Feng Wu																					
Independent Director	Wen-cheng Liu	0	0	0	0	33,595	33,595	63	63	33,658 0.95	33,658 0.95	0	0	0	0	0	0	0	0	33,658 0.95	33,658 0.95	0
	Pei-fang Tsai																					
	Wei-Shun Cheng																					
	Chung-hsing Huang																					

- Except as otherwise disclosed herein, the directors of the Company have received other remunerations for providing services (in a non-employee capacity, such as an advisor) to any of the companies in the consolidated financial statements in the most recent year: None.
- Please explain the independent director remuneration policy, system, standard, and structure, and the connection between the amount of remuneration received and factors such as job responsibilities, risks, and time devoted:
 - Honoraria: It is based on the standard in the industry and paid according to the directors' attendance at board meetings. The payment was originally NT\$3,000 per attendance and was adjusted to NT\$5,000 per attendance pursuant to a resolution of the Board of Directors on March 10, 2026.
 - Remuneration of directors: According to Article 23 of the Company's articles of association, if the Company earns a profit for the year, up to three percent shall be allocated as director remuneration, and the distribution of director remuneration shall be reported to the shareholders' meeting. However, if the Company has accumulated losses, the amount necessary to offset the

losses shall be reserved first before allocating director remuneration according to the aforementioned percentage. The allocation of such remuneration shall be determined based on the overall performance of the board of directors, the Company's operating performance, the Company's future operations, and risks. Individual director remuneration shall be determined based on their basic responsibilities, additional duties, and individual performance, and shall be decided by the Remuneration Committee and the Board of Directors. The remuneration shall only be distributed when the Company has profits in its financial statements, and therefore will not cause risks to future operations. The Company conducts regular evaluations of director remuneration according to the "Board Performance Evaluation Method," and the related performance assessments and salary reasonableness are reviewed by the Remuneration Committee and the Board of Directors. Given the increase in the Company's after-tax net profit, the allocated director remuneration is higher than last year, which is considered reasonable.

3. Table of Remuneration Ranges

The Remuneration Ranges of the Directors	Name of Director			
	Sum of (A+B+C+D)		Sum of (A+B+C+D+E+F+G)	
	The Company (Note 8)	Companies in the financial statements (Note 9)	The Company (Note 8)	Companies in the financial statements (Note 9) I
Less than NT\$1,000,000				
NT\$1,000,000 (included) - NT\$2,000,000 (excluded)				
NT\$2,000,000 (included) - NT\$3,500,000(excluded)				
NT\$3,500,000 (included) - NT\$5,000,000 (excluded)				
NT\$5,000,000 (included) - NT\$10,000,000 (excluded)	Chung-Pao Wu/ Tsun-Yen Lee/ Yu-Ling Tsai/ Te-Feng Wu/ Wei-Shun Cheng/ Chung-Hsing Huang/ Wen-Cheng Liu/ Pei-fang Tsai	Chung-Pao Wu/ Tsun-Yen Lee/ Yu-Ling Tsai/ Te-Feng Wu/ Wei-Shun Cheng/ Chung-Hsing Huang/ Wen-Cheng Liu/ Pei-fang Tsai	Chung-Pao Wu/ Tsun-Yen Lee/ Yu-Ling Tsai/ Te-Feng Wu/ Wei-Shun Cheng/ Chung-Hsing Huang/ Wen-Cheng Liu/ Pei-fang Tsai	Chung-Pao Wu/ Tsun-Yen Lee/ Yu-Ling Tsai/ Te-Feng Wu/ Wei-Shun Cheng/ Chung-Hsing Huang/ Wen-Cheng Liu/ Pei-fang Tsai
NT\$10,000,000 (included) - NT\$15,000,000 (excluded)	Mei-Chi Chen	Mei-Chi Chen	Mei-Chi Chen	Mei-Chi Chen
NT\$15,000,000 (included) - NT\$30,000,000 (excluded)				
NT\$30,000,000 (included) - NT\$50,000,000 (excluded)				
NT\$50,000,000 (included) - NT\$100,000,000 (excluded)				
Over NT\$100,000,000				
Total	Nine people	Nine people	Nine people	Nine people

Note 1. Directors' names shall be listed separately (for institutional shareholders, the name of the institutional shareholder and its representative shall be listed separately), and general directors and independent directors shall be presented separately, with all remuneration amounts disclosed in aggregate. If a director concurrently serves as General Manager or Deputy General Manager, he/she shall be included in this table and in (3) the remuneration bracket table for the General Manager and Deputy General Manager.

Note 2. Directors' remuneration for 2025 (including directors' salaries, position allowances, severance pay, various bonuses, incentive payments, etc.).

Note 3. Distribution of remuneration for 2025 refers to the amount of directors' remuneration approved for distribution by the Board of Directors in 2026.

Note 4. Directors' related business execution expenses for 2025 (including transportation expenses, special expenses, various allowances, dormitories, company cars, and other benefits in kind, etc.).

Note 5. Remuneration received by directors concurrently serving as employees in 2025 (including those concurrently serving as General Manager, Deputy General Manager, other managerial officers, and employees), including salaries, position allowances, severance pay, various bonuses, incentive payments, transportation expenses, special expenses, various allowances, dormitories, company cars, and other benefits in kind, etc.

In addition, salary expenses recognized under IFRS 2 “Share-based Payment,” including employee stock options, restricted shares, and participation in cash capital increases for share subscriptions, shall also be included in remuneration.

Note 6. In 2026, the Board of Directors approved the allocation of NT\$322,511 thousand as the total amount of employee compensation for 2025, which will be reported at the 2026 shareholders’ meeting. Therefore, the amount of employee compensation (including stock and cash compensation) received by directors concurrently serving as employees (including those concurrently serving as General Manager, Deputy General Manager, other managerial officers, and employees) is calculated based on the proportion of the actual distribution amount in the previous year to determine the current year’s distribution amount.

Note 7. The total amount of all remuneration paid to the Company’s directors by all companies included in the consolidated financial statements (including the Company) shall be disclosed.

Note 8. The total amount of remuneration paid by the Company to each director shall be disclosed within the respective remuneration bracket, together with the director’s name.

Note 9. The total amount of remuneration paid to each director of the Company by all companies included in the consolidated financial statements (including the Company) shall be disclosed within the respective remuneration bracket, together with the director’s name.

Note 10. Net income after tax refers to the Company having adopted the International Financial Reporting Standards; the net income after tax in the 2025 parent company only financial statements is NT\$3,558,344 thousand.

Note 11. a. This column shall clearly state the amount of remuneration received by company supervisors from investee companies other than subsidiaries or from the parent company (if none, please state “None”).
b. If any director of the Company receives remuneration from investee companies other than subsidiaries or from the parent company, such remuneration received by the director from such investee companies or parent company shall be included in Column I of the remuneration bracket table, and the column name shall be changed to “Parent Company and All Investee Companies.”.
c. Remuneration refers to compensation, remuneration (including employee, director, and supervisor remuneration), and business execution expenses received by the Company’s directors in their capacity as directors, supervisors, or managerial officers of investee companies other than subsidiaries or of the parent company.

* The remuneration contents disclosed in this table are different from the concept of income specified in the Income Tax Act; thus, the purpose of this table is for information disclosure only, rather than for taxation purposes.

(2) Remuneration to Supervisors N/A.

(3) Remuneration to President and Vice Presidents (name is disclosed in corresponding range of aggregate remuneration)

Dec. 31, 2025 Amount: NT\$ Thousand

Dec. 31, 2023 Amount: NT\$ Thousand

Position	Name	Salary (A) (Note 2)		Pension (B)		Bonuses and special allowance, etc. (C) (Note 3)		Employee compensation (D) (Note 4)				The total amounts and the proportions of net profit after tax for A, B, C, and D. (%) (Note 8)		Remuneration from any Investee or parent company other than subsidiaries (Note 9)
		The Company	Companies in the financial statements (Note 5)	The Company	Companies in the financial statements (Note 5)	The Company	Companies in the financial statements (Note 5)	The Company		Companies in the financial statements (Note 5)		The Company	Companies in the financial statements (Note 5)	
								Amount of Cash	Amount of Stock	Amount of Cash	Amount of Stock			
Chairman, Chief Strategy Officer, and Chief Sustainability Officer	Mei-chi Chen (Note 10)	4,200	4,200	108	108	26,933	26,933	41,541	0	41,541	0	72,782 2.05	72,782 2.05	0
CEO & President	Ya-nan Chen													

Table of Remuneration Ranges

The Remuneration Ranges of the President and Deputy Vice Presidents	Name of President and Vice Presidents	
	The Company (Note 6)	All companies included in the financial statements (Note 7)
Less than NT\$1,000,000		
NT\$1,000,000 (included) - NT\$2,000,000 (excluded)		
NT\$2,000,000 (included) - NT\$3,500,000(excluded)		
NT\$3,500,000 (included) - NT\$5,000,000 (excluded)		
NT\$5,000,000 (included) - NT\$10,000,000 (excluded)		
NT\$10,000,000 (included) - NT\$15,000,000 (excluded)	Mei-chi Chen	Mei-chi Chen
NT\$15,000,000 (included) - NT\$30,000,000 (excluded)		
NT\$30,000,000 (included) - NT\$50,000,000 (excluded)		
NT\$50,000,000 (included)~NT\$100,000,000 (excluded)	Ya-nan Chen	Ya-nan Chen
Over NT\$100,000,000		
Total	2 persons	2 persons

Note 1. The name of President or Vice Presidents shall be listed separately, and the various payments shall be disclosed in an aggregate manner. If a director concurrently serves as the President or Vice President, he/she shall be listed in this table and (1) Table of Remuneration Ranges of Directors (Including Independent Directors).

Note 2. The salary, duty allowance, and severance paid to the President and Vice Presidents in 2025.

Note 3. The bonus, rewards, honoraria, special allowance, various allowances, and provision of such tangible objects as dormitory and company cars, as well as other remunerations, received by the President and Vice Presidents in 2025. If housing, vehicle, or other means of transportation, or personal expenses are provided, the nature and cost of such assets provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed. If a chauffeur is provided, disclose compensation paid to the chauffeur in a note; however, shall not be included as part of remuneration of the President and Vice Presidents. In addition, any salary listed under IFRS 2 Share-Based Payment, including employee stock warrants, new restricted employee shares (based on the actual number of shares received), and cash capital increase by stock subscription, shall also be included in remuneration.

Note 4. The employee compensation distribution in 2025. After the board of directors approved the distribution of employee compensation in 2026 in the amount of amount of NT\$322,511 thousand, the distribution situation will be reported to the 2026 shareholders' meeting, so the amount of employee compensation (including stock and cash) for the President and Vice Presidents listed above is calculated based on percentage of the actual amount distributed last year. The net income after tax here is based on the International Financial Reporting Standards adopted by the Company, and the net income after tax in the individual financial statements for 2025 is NT\$3,558,344 thousand.

Note 5. The aggregate of all remunerations paid to the Company's President and Vice Presidents by all companies included in the consolidated financial statements (including the Company) shall be disclosed.

Note 6. The aggregate of the remunerations to each President and Vice Presidents by the Company; the President's and Vice Presidents' name shall be disclosed in their corresponding brackets.

Note 7. The aggregate of the remunerations to each President and Vice Presidents by the companies included into the consolidated financial statements (including the Company) shall be disclosed, and the President's and Vice Presidents' name shall be disclosed in their corresponding brackets.

Note 8. The net income after tax here refers to the net income after tax in the most recent year. For those with the International Financial Reporting Standards adopted, the net income after tax refers to the net income after tax in the standalone or individual financial statements in the most recent year.

- Note 9. a. This column shall specify whether the Company's President and Vice Presidents have received remuneration from investees or parent company other than subsidiaries (if none, please fill in "none").
- b. If the Company's President or Vice Presidents have received remuneration from investees or parent company other than subsidiaries, said remuneration received shall be included in column E of the table of remuneration ranges, and the column title shall be changed to "parent company and all investees".
- c. The remuneration shall refer to the compensation, remuneration (including remuneration to employees, directors, and supervisors), and professional practice payments received by the Company's President and Vice Presidents who acted as directors, supervisors, or managers of investees or parent company other than subsidiaries.
- Note 10. Effective November 6, 2025, Chairperson and Chief Strategy Officer Maggie Chen has concurrently assumed the role of Chief Sustainability Officer.
- * The remuneration contents disclosed in this table are different from the concept of income specified in the Income Tax Act; thus, the purpose of this table is for information disclosure only, rather than for taxation purposes.

(4) Name of managers who receive employee compensation and the distribution

Dec. 31, 2025 Unit: NT\$ Thousand

	Job Title (Note 1)	Name (Note 1)	Amount of Stock	Amount of Cash	Total	Ratio of total amount to net income after tax (%)
Manager	Chairman, Chief Strategy Officer, and Chief Sustainability Officer	Mei-chi Chen	0	45,780	45,780	2.37
	CEO & President	Ya-Nan Chen				
	Senior Assistant Manager, Global Sale	Pei-lin Ho				
	Senior Assistant Manager, Taiwan Manufacturing	Hong-Da Chen				
	Senior Assistant Manager, Global IT/DX Division and Global Supply Chain Management Division	Yun-peng Chen				
	Global Finance Division Assistant Vice President of Accounting and Corporate Governance Director	Shu-Chen Yu				
	Global Finance Division Assistant Vice President of Finance	Mun-Meng Wong				

Note 1. The Company discloses individual names and titles, but may disclose the earnings distribution in an aggregate manner.

Note 2. The scope of application for managers, as per the Letter Ref. No. Tai-Tsai-Cheng-San-0920001301 dated March 27, 2003, shall be defined as follows:

- (1) President and equivalents;
- (2) Vice president and equivalents;
- (3) Assistant vice president and equivalents;
- (4) Chief of financial department;
- (5) Chief of accounting department;
- (6) Any other persons in charge of the Company's affairs and having authority to sign on behalf of the Company on behalf of the Company.

Note 3. If any director, President or Vice President has received employee compensation (including stock and cash compensation), please complete table 1 and also this table.

Note 4. The actual amount of employee compensation for 2024 distributed in 2025.

- (5) Analysis of total remuneration, as a percentage of net income stated in the individual financial statements, as paid by the Company and all other companies included in the consolidated financial statements during the past two fiscal years to directors, supervisors, the President, and Vice Presidents and description of remuneration policies, standards, and packages, the procedure for determining remuneration, and connection between business performance and future risks

1. Total remuneration as a percentage of net income after tax:

Position	Total remuneration as a percentage of net income after tax			
	2024		2025	
	The Company	Consolidated financial statements	The Company	Consolidated financial statements
Director	1.15	1.15	1.17	1.17
Independent Director	1.23	1.23	0.95	0.95
President and Vice Presidents	3.62	4.83	2.05	2.05

Note 1. The employee compensation of managers and directors' remuneration for 2025 are calculated based on the proportion of the actual distribution amount in the previous year to determine the proposed distribution amount for the current year.

Note 2. Net income after tax refers to the net income after tax of the Company's parent company only financial statements prepared in accordance with the International Financial Reporting Standards, amounting to NT\$3,558,344 thousand for 2025 and NT\$1,933,531 thousand for 2024.

2. The policies, standards, packages, the procedure for determining remuneration, and connection between business performance and future risks:

(1) Directors

A. Honoraria:

It is based on the standard in the industry and paid according to the directors' attendance at Board meetings at board meetings, and originally NT\$3,000 per attendance and adjusted to NT\$5,000 per attendance by a Board resolution on March 10, 2026.

B. Remuneration of Directors:

This is handled in accordance with Article 23 of the Company's Articles of Incorporation. Where the Company has annual profits, not exceeding 3% shall be appropriated as directors' remuneration, and the distribution proposal shall be submitted to the shareholders' meeting for reporting. However, if the Company has accumulated losses, such losses shall first be covered before the appropriation is made in accordance with the aforementioned ratio.

The total amount of directors' remuneration is determined based on the overall performance of the Board of Directors, the Company's operating results, future business development, and risk conditions. The allocation to individual directors is determined after considering their basic duties, additional responsibilities, and individual performance, and is subject to review by the Remuneration Committee and approval by the Board of Directors.

Directors' remuneration is only distributed when the Company has earnings after final accounts, and therefore does not pose a risk to the Company's future operations. The Company also conducts regular evaluations of directors' performance in accordance with the "Board Performance Evaluation Policy." The related performance assessments and the reasonableness of remuneration are reviewed and approved by the Remuneration Committee and the Board of Directors.

Due to the growth in net income after tax, the amount of directors' remuneration appropriated by the Company has increased compared to the previous year, which is considered reasonable.

(2) Managers

The Company's compensation policy for managers is implemented in accordance with Article 23 of the Company's Articles of Incorporation, which stipulates that where the Company has annual profits, no less than 3% shall be appropriated as employee compensation.

Managerial remuneration is determined by the Remuneration Committee with reference to industry salary standards, the scope of job responsibilities, and contributions to the Company's operations. The remuneration determination process not only considers the Company's overall operating

performance, but also takes into account individual achievement of performance targets and contributions to Company performance, thereby ensuring fair compensation. The remuneration proposal is reviewed by the Remuneration Committee and submitted to the Board of Directors for approval.

The remuneration of managers is linked to performance evaluation results, including comprehensive assessments such as the achievement rates of annual revenue, net profit, and earnings per share (EPS) targets. The compensation system is reviewed periodically based on actual operating conditions and relevant regulations.

III. Corporate Governance Implementation

(I) Operations of board of directors

Current Board Term: May 31, 2023, to May 30, 2026.

In the fiscal year 2025, the Board of Directors held 5 meetings (A), and the attendance of directors is as follows:

Position	Name	Actual attendance (B)	By Proxy; Frequency	Actual attendance (%) [B/A] (Note 1)	Note
Chairperson	Mei-chi Chen	5	0	100	Re-elected on May 31, 2023
Director	Tsun-yen Lee	5	0	100	Re-elected on May 31, 2023
Director	Chung-pao Wu	5	0	100	Re-elected on May 31, 2023
Director	Yu-ling Tsai	4	1	80	Re-elected on May 31, 2023
Director	Te-feng Wu	5	0	100	Re-elected on May 31, 2023
Independent Director	Chung-hsing Huang	4	1	80	Re-elected on May 31, 2023
Independent Director	Wei-shun Cheng	5	0	100	Re-elected on May 31, 2023
Independent Director	Wen-cheng Liu	5	0	100	Appointed on May 31, 2023
Independent Director	Pei-fang Tsai	5	0	100	Appointed on May 31, 2023

The attendance of independent directors at each Board of Directors meeting for fiscal years 2025 and 2026 up to the date of printing is as follows:

(● : Attendance in Person; ○ : By Proxy; X : Absence/leave)

Position	Name	1st meeting	2nd meeting	3rd meeting	4th meeting	5th meeting	6th meeting	7th meeting
		January 14, 2025	March 11, 2025	May 8, 2025	August 7, 2025	November 6, 2025	January 13, 2026	March 10, 2026
Independent Director	Chung-hsing Huang	●	●	○	●	●	●	●
Independent Director	Wei-shun Cheng	●	●	●	●	●	●	●
Independent Director	Wen-cheng Liu	●	●	●	●	●	●	●
Independent Director	Pei-fang Tsai	●	●	●	●	●	●	●

Other matters to be noted:

- I. With regard to the implementation of the board of directors, if any of the following circumstances occur, the dates, terms of the meetings, contents of motions, all independent directors' opinions and the Company's handling of such opinions shall be specified:
 - (I) Matters referred to in Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee, and therefore, Article 14-3 of the Securities and Exchange Act is not applicable. For relevant information, please refer to the operation of the Audit Committee on pages 36–37 of this Annual Report.
 - (II) Any recorded or written board resolutions regarding which independent directors have objections or reservations to be noted in addition to the above: None. See pages 97–99.

II. Recusals of directors from voting due to conflicts of interests:

Board Meeting Date	Meeting Content	Reason for Recusal and Voting Result
2025/01/14 15th Board Meeting No. 9	1. Proposal on the distribution of year-end bonuses (year-end performance bonuses) for the Company's managers 2. Proposal on salary adjustment for the Company's managers	Chairperson Maggie Chen, Chief Executive Officer and President Ya-Nan Chen, and Global Finance Department Associate Vice President Shu-Chen Yu recused themselves due to conflicts of interest. After inquiry by Acting Chairperson Independent Director Wen-Cheng Liu, all attending directors had no objection and the proposal was approved as submitted.
2025/05/08 15th Board Meeting No. 11	Proposal on the distribution of directors' remuneration for fiscal year 2024	The proposal on directors' remuneration for fiscal year 2024 was resolved in two parts: 1. General directors' remuneration distribution: Chairperson Maggie Chen, Director Tsun-yen Lee, Director Yu-Ling Tsai, Director Zong-Bao Wu, and Director De-Feng Wu recused themselves due to conflicts of interest. After inquiry by Acting Chairperson Independent Director Wen-Cheng Liu, all attending directors had no objection and the proposal was approved as submitted. 2. Independent directors' remuneration distribution: Independent Directors Wei-Shun Cheng, Chong-Hsin Huang, Wen-Cheng Liu, and Pei-Fang Tsai recused themselves due to conflicts of interest. After inquiry by the Chairperson, all attending directors had no objection and the proposal was approved as submitted.
	Proposal on manager remuneration for fiscal year 2024	Chairperson Maggie Chen, CEO and President Ya-Nan Chen, and Global Finance Department Associate Vice President Shu-Chen Yu recused themselves due to conflicts of interest. After inquiry by Acting Chairperson Independent Director Wen-Cheng Liu, all attending directors had no objection and the proposal was approved as submitted.
2025/11/06 15th Board Meeting No. 13	Proposal on changes to the Chief Sustainability Officer position	Chairperson Maggie Chen and CEO and President Ya-Nan Chen recused themselves due to conflicts of interest. After inquiry by Acting Chairperson Independent Director Wei-Shun Cheng, all attending directors had no objection and the proposal was approved as submitted.
2026/01/13 15th Board Meeting No. 14	Proposal on the distribution of year-end bonuses (year-end performance bonuses) for the Company's managers	Chairperson Maggie Chen, CEO and President Ya-Nan Chen, Global Finance Department Associate Vice President Shu-Chen Yu, and Global Finance Department Associate Vice President Mun-Meng Wong recused themselves due to conflicts of interest. After inquiry by Acting Chairperson Independent Director Wen-Cheng Liu, all attending directors had no objection and the proposal was approved as submitted.
	Proposal on salary adjustment for the Company's managers	Chairperson Maggie Chen, CEO and President Ya-Nan Chen, Global Finance Department Associate Vice President Shu-Chen Yu, and Global Finance Department Associate Vice President Mun-Meng Wong recused themselves due to conflicts of interest. After inquiry by Acting Chairperson Independent Director Wen-Cheng Liu, all attending directors had no objection and the proposal was approved as submitted.

III. The evaluation cycles, evaluation periods, scope and method of evaluation, and contents of evaluation for the board of directors' performance self-evaluation (peer evaluation) is disclosed in the following table on implementation of the board of directors' evaluation:

Frequency	Period	Scope	Method	Content
Once a year	From January. 01, 2025 To December. 31, 2025	Board of Director Individual Director Functional Committees (Remuneration Committee, Audit Committee, and Sustainable Development Committee)	Internal Assessment of the Board of Directors Self-Assessment of Board Members	The metrics for evaluating the performance of the board of directors include the following five dimensions: (1)Degree of participation in the Company's operation. (2)Improvement in the board's ecision making quality. (3)Composition and structure of the board. (4)Selection and continuing education of the directors. (5)Internal control.
				The criteria for assessing the individual performance of board members include the following six dimensions: (1)Management of the Company's goals and tasks. (2)Perception of the director's roles and responsibilities. (3)Degree of participation in the Company's operation. (4)Management and communication of the internal relations. (5)Expertise and continuing education of the directors. (6)Internal control.
				The performance evaluation criteria for functional committees include the following five dimensions: (1)Degree of participation in the Company's operation. (2)Perception of the functional Committees' roles and responsibilities. (3)Improvement in the functional committees' decision making quality. (4)Composition and selection of functional committees. (5)Internal control

The evaluation results

Evaluation Subject	Evaluation Criteria	Evaluation Results	Explanation of Evaluation
Board of Director	Total of 39 Items	4.95	The evaluation score is excellent, indicating that the Board of Directors has effectively guided and supervised the company's strategies, significant operations, and risk management responsibilities. The overall operation is sound, aligning with corporate governance principles, and effectively enhancing the functions of the board while safeguarding shareholder rights.
Individual Director	Total of 20 Items	4.85	The evaluation score is excellent, indicating that the directors of the company have received positive assessments for the efficiency and effectiveness of their performance across various evaluation indicators.
Remuneration Committee	Total of 18 Items	5.00	The evaluation score is excellent, with the assessment indicating that all functional committees have diligently fulfilled their responsibilities, with the overall operation being sound and meeting the requirements of corporate governance, effectively enhancing the functions of the board.
Audit Committee	Total of 21 Items	4.90	The evaluation score is excellent, with the assessment indicating that all functional committees have diligently fulfilled their responsibilities, with the overall operation being sound and meeting the requirements of corporate governance, effectively enhancing the functions of the board.
Sustainable Development Committee	Total of 16 Items	4.88	The evaluation score is excellent, with the assessment indicating that all functional committees have diligently fulfilled their responsibilities, with the overall operation being sound and meeting the requirements of corporate governance, effectively enhancing the functions of the board.

IV. Measures taken during the current year and past year in order to strengthen the functions of the board of directors and assessment of their implementation:

(I) 1. Improve the functions of board of directors:

The company emphasizes gender equality in the composition of the board of directors and sets a goal of having at least 2 female directors. Currently, male directors account for 55% (5 members), and female directors account for 44% (4 members). Efforts will be made to maintain the representation of female directors to achieve the goal. The company continues its director succession plan and builds a database of director candidates based on the following criteria:

- Integrity, accountability, innovation, and decision-making ability and are in line with the Company's core values and possesses professional knowledge and skills that contribute to the Company's business management.
- Having industry experience relevant to the Company's business.
- The Company expects with the addition of this member, he/she will continue to provide the Company with an effective, collaborative, diverse board of directors that meets its needs. The goal is to have at least 2 female directors and the overall board of directors' expertise should include corporate strategies, accounting and taxation, finance, law, administrative management, and production management. The selection process for the list of the Company's candidates for directors must comply with qualification review and relevant regulations to ensure that suitable new directors can be effectively identified and selected when board vacancies occur or more directors are planned to be added.

2. In response to organizational development goals in 2023, the company established the "Sustainable Development Committee" on January 9, 2023, approved by the board of directors. This committee serves as the decision-making and supervisory unit for sustainable development-related work, overseeing environmental sustainability, social engagement, corporate governance, and corporate commitments. Through these four dimensions, the committee manages and supervises to strengthen the company's operating system, commit to environmental conservation, fulfill social responsibilities, and enable the board of directors to fulfill its duties in safeguarding the rights and interests of the company, employees, shareholders, and stakeholders

(II) Assessment of Implementation Status:

Upholding a consistent commitment to information transparency, the Company convened five board meetings in 2025, with an average attendance rate of 96% among directors. Certified public accountants were invited to attend and provide professional opinions. Additionally, the Company held 14 investor conferences during the year, with videos of 3 sessions uploaded to enhance investor engagement and recognition.

On March 17, 2020, the Board of Directors approved the "Board Performance Evaluation Procedures," which were used to assess the board's performance for 2025. The evaluation results were submitted to the board on January 13, 2026. The comprehensive performance evaluation was rated as "Excellent." Overall, the Board functioned effectively, and the Company will continue strengthening governance effectiveness based on this self-assessment.

At the Board meeting held on August 7, 2025, the Company reported the meeting minutes of the 2025 Sustainability Development Committee, which covered the planning and progress of the Company's 2025 sustainability projects and the implementation status of risk management. The 2024 Sustainability Report was also approved.

In addition, at the Board meeting held on January 13, 2026, the Company reported the implementation status of corporate integrity management for 2025, the communication status with various stakeholders for 2025, the 2025 intellectual property management plan and its implementation status, as well as the performance evaluation report of Board members, the Board of Directors, and functional committees for 2025.

(III) Succession Planning and Implementation for Board Members:

The Company's Board members range in age from their 50s to 80s and possess a wide array of professional expertise, including international market insight, information technology, finance and accounting, law, and extensive industry experience. Their backgrounds in business management, operational judgment, industry knowledge, and risk management form a strong foundation for the Company's sustainable development.

Regarding succession planning, the Company has been cultivating senior executives to become Board members by familiarizing them with Board operations and the businesses of various group divisions. Job rotation is also adopted to deepen their industry experience.

Currently, the Company has a sufficient talent pool of senior management suitable for future Board positions. In addition to emphasizing diversity, the number of directors concurrently serving as managerial officers does not exceed one-third of the Board seats. The Company also emphasizes gender equality and ensures that Board members possess the necessary knowledge, skills, and competencies required to perform their duties.

(II) The status of operations of the Audit Committee participation in board meetings

Annual key points and operations of the Audit Committee:

1. The Audit Committee of the Company is composed of all independent directors and meets at least once a quarter. The annual work of the Audit Committee focuses on supervising the proper presentation of the company's financial statements, the independence and competence of certified accountants, the effective implementation of the company's internal control, and the company's compliance with relevant laws and regulations to confirm the supervision of the company's operation and risk control. The audit department sends the audit report to each independent director for review every month, and the audit supervisor also reports to the members and directors in the audit committee and board meeting on the major findings of the company's internal control management, and the accountant communicates with the audit committee on the governance issues that the company's consolidated financial report (including the annual individual financial report) is audited or consulted. The relevant communication information, including communication methods, matters and results, is disclosed on the company website Communication between Independent Directors and Internal Audit Supervisors and Accountants. For the operation of the audit committee of the Company, the main items to be considered are listed as follows:
 - (I) Formulate or amend internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
 - (II) Assess the validity of internal control system.
 - (III) Establish or amend the process for acquisition or disposal of assets, the trading of derivatives, lending of loans to others, provision of guarantee/endorsement to others, and other material financial business activities in accordance to Article 36-1 regulations.
 - (IV) Responsible for items relating to interests of directors.
 - (V) Responsible for items related to trading of assets or derivative products.
 - (VI) Responsible for material loaning of funds, and provision of endorsements/guarantees.
 - (VII) Responsible for fundraising or issuing or private placement of equity-based securities.
 - (VIII) Responsible for appointment, dismissal, and compensation of CPAs.
 - (IX) Responsible for appointment or dismissal of a finance officer, accounting officer, or chief internal auditor.
 - (X) Annual financial statements and semi-annual financial statements.
 - (XI) Other material information stipulated by the Company or competent authorities

2. The operation of the Audit Committee:

- (1) Current Committee Term: May 31, 2023, to May 30, 2026. The Audit Committee met 5 times in 2025. The attendance of the independent directors was as follows:

Position	Name	Actual attendance(B)	By Proxy; Frequency	Actual attendance (%) [B/A]	Note
Independent Director	Wei-Shun Cheng	5	0	100	(convener) Re-elected on May 31, 2023
Independent Director	Chung-Hsing Huang	4	1	80	Re-elected on May 31, 2023
Independent Director	Wen-cheng Liu	5	0	100	Appointed on May 31, 2023
Independent Director	Pei-fang Tsai	5	0	100	Appointed on May 31, 2023

(2) Other matters to be noted:

I. Matters referred to in Article 14- 5 of the Securities and Exchange Act:

II. Except for the matters mentioned in the preceding paragraph, other matters that have not been approved by the Audit Committee but agreed by more than two-thirds of all directors, all board resolutions are in line with the above-mentioned (I) and (II) lists:

Audit Committee	Proposal content and subsequent response	Circumstances referred to in Article 14-3 of the Securities and Exchange Act	It was not approved by the Audit Committee but two-thirds of all directors have passed a resolution
2nd term 8th meeting 2025/01/14	1. Proposal on amendments to the “Regulations Governing Related Party Transactions.”		None.
	Resolution result: Passed by the agreement of all Audit Committee members.		
	The Company's response to the Audit Committee's opinion: Passed by the agreement of all Audit Committee members, so it is not applicable.		
2nd term 9th meeting 2025/03/11	1. Proposal on the effectiveness evaluation of the internal control system for fiscal year 2024 and the “Internal Control System Statement.”	V	None.
	2. Proposal on the 2024 Business Report and Financial Statements.	V	None.
	3. Proposal on the 2024 Earnings Distribution.	V	None.
	4. Proposal on amendments to the “Regulations Governing Acquisition or Disposal of Assets.”	V	None.
	5. Proposal on issuance of restricted employee shares for fiscal year 2025.	V	None.
	Resolution result: Passed by the agreement of all Audit Committee members.		
	The Company's response to the Audit Committee's opinion: Passed by the agreement of all Audit Committee members, so it is not applicable.		
2nd term 10th meeting 2025/05/08	1. Proposal on the consolidated financial statements for the first quarter of 2025.	V	None.
	2. Proposal on the proposed fund lending from Micom-Source Holding Co. (Cayman Islands) to its subsidiary Chenbro Micom (USA) INC.	V	None.
	Resolution result: Passed by the agreement of all Audit Committee members.		
	The Company's response to the Audit Committee's opinion: Passed by the agreement of all Audit Committee members, so it is not applicable.		
2nd term 11th meeting 2025/08/07	1. Proposal on the consolidated financial statements for the second quarter of 2025.	V	None.
	2. Proposal on capital increase in CHENBRO (MALAYSIA) SDN. BHD., a subsidiary of the Company.	V	None.
	3. Proposal on investment for the establishment of a manufacturing plant in Texas, USA.	V	None.
	4. Proposal on issuance of the Company’s Second and Third Domestic Unsecured Convertible Corporate Bonds.	V	None.
	5. Proposal regarding overdue accounts receivable as of June 30, 2025, not classified as financing to others.	V	None.
	6. Proposal on amendments to the issuance rules of restricted employee shares.	V	None.
	7. Proposal on the list of eligible grantees and number of shares for non-managerial employees under the restricted employee shares plan.	V	None.

Audit Committee	Proposal content and subsequent response	Circumstances referred to in Article 14-3 of the Securities and Exchange Act	It was not approved by the Audit Committee but two-thirds of all directors have passed a resolution
	8. Proposal on changes of the Chief Financial Officer and promotion of managerial personnel.	V	None.
	Resolution result: Passed by the agreement of all Audit Committee members.		
	The Company's response to the Audit Committee's opinion: Passed by the agreement of all Audit Committee members, so it is not applicable.		
2nd term 12th meeting 2025/11/06	1. Proposal on the consolidated financial statements for the third quarter of 2025.	V	None.
	2. Proposal on amendments to the “Internal Control System.”	V	None.
	3. Proposal on the internal audit plan for fiscal year 2026.	V	None.
	4. Proposal on assessment of independence and suitability of the external auditor.	V	None.
	5. Proposal on external audit service fees.	V	None.
	6. Proposal on extension of fund lending by Micom-Source Holding Co. (Cayman Islands) to its subsidiary Cloudwell Holdings, LLC.	V	None.
	7. Proposal on extension of fund lending by Micom-Source Holding Co. (Cayman Islands) to its subsidiary Cloudwell Holdings, LLC. (duplicated item as provided)	V	None.
	Resolution result: Passed by the agreement of all Audit Committee members.		
	The Company's response to the Audit Committee's opinion: Passed by the agreement of all Audit Committee members, so it is not applicable.		
2nd term 13th meeting 2026/01/13	1. Proposal on amendments to the “Procedures for Loaning Funds to Others.”	V	None.
	2. Proposal on change of external auditors.	V	None.
	3. Proposal on additional investment in the Company’s Texas subsidiary manufacturing plant.	V	None.
	Resolution result: Passed by the agreement of all Audit Committee members.		
	The Company's response to the Audit Committee's opinion: Passed by the agreement of all Audit Committee members, so it is not applicable.		
2nd term 14th meeting 2026/03/10	1. Proposal on the effectiveness evaluation of the internal control system for fiscal year 2025 and the “Internal Control System Statement.”	V	None.
	2. Proposal on the 2025 Business Report and Financial Statements.	V	None.
	3. Proposal on the 2025 Earnings Distribution.	V	None.
	4. Proposal on issuance of restricted employee shares for fiscal year 2026.	V	None.
	Resolution result: Passed by the agreement of all Audit Committee members.		
	The Company's response to the Audit Committee's opinion: Passed by the agreement of all Audit Committee members, so it is not applicable.		

- III. Regarding recusals of independent directors from voting due to conflicts of interests, the name of the independent director, content of proposal, reasons for recusal, and status of participation in voting shall be specified: None.
- IV. Communications between the independent directors, the Company's chief internal auditor, and CPAs (such as the material matters, methods, and results regarding the Company's finance and business).
- i. Communication methods between independent directors and chief internal auditor, and CPAs:
 1. The Company's internal audit unit holds at least a regular meeting of the Audit Committee every quarter to report on audit work, audit results, and the tacking situation to independent directors.
 2. The Company's CPAs report to independent directors regarding the review or audit results of the Company and its subsidiaries at home and abroad for the current quarter, internal control audit, the impact of the amendments to and release of IFRSs on the Company, and other relevant legal requirements, and communicate whether there are financial statement adjustment entries or legal amendments that affect the accounting method.
 3. The chief internal auditor, CPAs, and independent directors can communicate directly with each other as needed at any time, and the communication channel is smooth.
 - ii. Summary of records of communication between independent directors and the chief internal auditor:

The independent directors of the Company engaged in smooth communication on the execution and effectiveness of audits.

Table of main matters communicated (During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report.):

Date	Key Communication Topics	Communication Status and Results	Company's Handling and Implementation of Independent Directors' Opinions
January 14, 2025 Audit Committee	Report on the completion of the Company's 2024 audit plan, the implementation status in January 2025, and the planned execution for February to March.	Acknowledged without objection	No comments from independent directors
January 14, 2025 Private Session	Report on the summary and performance of internal control audits for 2024, the organization and human resources of the audit unit, annual training of audit personnel, key tasks for 2025, and discussion of recommendations.	Acknowledged without objection	No comments from independent directors
March 11, 2025 Audit Committee	Report on the implementation status of the audit plan and the planned execution for April to May, as well as follow-up improvements of subsidiaries.	Acknowledged without objection	No comments from independent directors
	Review of the Company's 2024 "Internal Control System Statement."	Approved and submitted to the Board of Directors	Acknowledged without objection
May 8, 2025 Audit Committee	Report on the implementation status of the audit plan and the planned execution for June to July, and recent regulatory requirements.	Acknowledged without objection	No comments from independent directors
August 7, 2025 Audit Committee	Report on the implementation status of the audit plan and the planned execution for August to October.	Acknowledged without objection	No comments from independent directors
November 6, 2025 Audit Committee	Report on the implementation status of the audit plan and the planned execution for November to December.	Acknowledged without objection	No comments from independent d

Date	Key Communication Topics	Communication Status and Results	Company's Handling and Implementation of Independent Directors' Opinions
	- Report on the revisions to the internal control system – Payroll Cycle and key amendment highlights. - Submission and presentation of the 2026 audit plan for approval, including an explanation of the risk assessment process.	Approved and submitted to the Board	Independent directors had no opinion
January 13, 2026 Audit Committee	Report on the implementation status of the 2025 audit plan, commencement of annual self-assessment, and planned execution for January to March 2026.	Acknowledged without objection	No comments from independent directors
January 13, 2026 Private Session	Report on the summary and performance of internal control audits for 2025, the organization and human resources of the audit unit, annual training of audit personnel, key tasks for 2026, and discussion of recommendations.	Acknowledged without objection	No comments from independent directors
March 10, 2026 Audit Committee	Report on the implementation status of the audit plan and the planned execution for April to May.	Acknowledged without objection	No comments from independent directors
	Review of the Company's 2025 "Internal Control System Statement."	Approved and submitted to the Board of Directors	Acknowledged without objection

iii. Summary of records of communication between independent directors and CPAs:

The independent directors of the Company engaged in smooth communication with CPAs.

Table of main matters communicated (During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report.):

Date	Key Communication Topics	Communication Status and Results	Company's Handling and Implementation of Independent Directors' Opinions
January 14, 2025 Private Session	Evaluation of transfer pricing report following cross-border investments and discussion of annual audit strategy.	Acknowledged without objection	No comments from independent directors
January 14, 2025 Audit Committee / Board of Directors	Audit Quality Indicators (AQI) for 2023.	Acknowledged without objection	No comments from independent directors
March 11, 2025 Audit Committee	Report on the audit results of the 2024 consolidated financial statements and the 2024 parent company only financial statements.	Approved	No comments from independent directors
March 11, 2025 Board of Directors	Discussion and communication regarding the impact of certain newly amended regulations.	Acknowledged without objection	No comments from independent directors
May 8, 2025 Audit Committee	Report on the review results of the Q1 2025 consolidated financial statements.	Approved	No comments from independent directors
August 7, 2025 Audit Committee	Report on the review results of the Q2 2025 consolidated financial statements.	Approved	No comments from independent directors
November 6, 2025 Audit Committee	Report on the review results of the Q3 2025 consolidated financial statements, and discussion and communication regarding the impact of certain newly amended regulations.	Approved	No comments from independent directors
January 13, 2026 Private Session	1. Status of self-prepared financial statements 2. Audit strategy for newly established group subsidiaries 3. Impact of IFRS 18	Acknowledged without objection	No comments from independent directors
January 13, 2026 Audit Committee / Board of Directors	Audit Quality Indicators (AQI) for 2024.	Acknowledged without objection	No comments from independent directors
March 10, 2026 Audit Committee	Report on the audit results of the 2025 consolidated financial statements and the 2025 parent company only financial statements.	Approved	No comments from independent directors
March 10, 2026 Board of Directors	Discussion and communication regarding the impact of certain newly amended regulations.	Acknowledged without objection	No comments from independent directors

(III) Corporate governance implementation status, deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and reasons

Item	Operation situation			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons for Deviations Differences and Reasons
	Yes	No	Summary	
I. Does the company establish and disclose the Corporate Governance Best-Practice Principles according to Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has established the “Corporate Governance Best Practice Principles,” and all amendments thereto are implemented upon approval by the Board of Directors. The principles set forth relevant provisions regarding the protection of shareholders’ rights, strengthening of Board functions, respect for stakeholders’ rights, and enhancement of information transparency. The Company’s Corporate Governance Best Practice Principles are available on the Company’s website at https://www.chenbro.com and have also been disclosed on the Market Observation Post System (MOPS).	No major differences.
II. Shareholding structure & shareholders' equity				
(I) Does the company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigations? Are such matters handled according to the internal procedure?	V		(I) The Company has engaged a professional shareholder services agent to handle shareholder affairs. In addition, a spokesperson and an investor relations contact window have been established to handle shareholders’ suggestions, inquiries, and disputes. A shareholder section is also available on the Company’s website to provide channels for submitting and responding to shareholder feedback.	No major differences.
(II) Does the company maintain a register of major shareholders with controlling power as well as a register of persons exercising ultimate control over those major shareholders?	V		(II) The Company monitors the shareholding status of major shareholders through a professional shareholder services agent and regularly reports changes in shareholdings of directors and managerial officers. The list of the top ten shareholders is also disclosed in the annual report and on the Company’s website to ensure a clear understanding of the Company’s controlling shareholder structure.	
(III) Does the company establish and enforce risk control and firewall systems with its affiliated businesses?	V		(III) The Company has established risk control measures and firewalls among affiliated enterprises. Each affiliated enterprise maintains clear segregation of authority and responsibility in financial, business, and management aspects, and operates independently. Transactions between affiliated enterprises are conducted on fair and reasonable terms and in compliance with relevant internal regulations.	
(IV) Does the company stipulate internal rules that prohibit company insiders from trading securities using information not disclosed to the market?	V		(IV) The Company has established the “Procedures for Handling Material Non-Public Information,” which clearly prohibit insiders from trading securities using undisclosed information. The	

Item	Operation situation			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons for Deviations Differences and Reasons
	Yes	No	Summary	
			Company also conducts regular and ad hoc training and awareness programs on insider trading prevention. In 2025, educational materials were provided monthly to directors, managerial officers, and shareholders holding more than 10% of shares, totaling 12 sessions and 20 participant attendances. The content covered insider trading regulations, common violation scenarios, and corporate governance practices.	
III. Composition and responsibilities of board of directors: (I) Does the board of directors formulate diversification policies, specific management objectives and implement them?	V		(I) 1. Diversity Policy: In accordance with the “Corporate Governance Best Practice Principles,” the Company has established a policy on Board member diversity. In the nomination and selection of directors, in addition to considering candidates’ education, experience, and professional qualifications, the Company also comprehensively evaluates their professional capabilities, background, and independence to ensure that the Board as a whole possesses diversity and sound decision-making capabilities. 2. Specific Management Objectives: The Company places great importance on the diversified composition of the Board and regards gender equality as one of its key objectives, setting a target of having at least two female directors. In addition, the Company continues to optimize the Board structure in terms of professional background, age distribution, and industry experience. 3. Implementation Status: Following the re-election in 2023, the Board comprises a total of nine directors, including four female directors (44%), achieving the aforementioned gender diversity target. The Board members also possess diverse professional backgrounds, including business management, finance and accounting, and industry experience. Independent directors account for 44% of the Board, reflecting both independence and diversity in its structure. 4. Information Disclosure: The Board diversity policy and its implementation status have been disclosed on the Company’s website and in this annual report (please refer to page 47 for details on the implementation of the Board diversity policy).	No major differences.

Item	Operation situation			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons for Deviations Differences and Reasons
	Yes	No	Summary	
(II) In addition to the Remuneration Committee and the Audit Committee established according to law, has the company voluntarily established other functional committees?	V		(II) In addition to establishing the Remuneration Committee and the Audit Committee in accordance with applicable laws and regulations, the Company established the “Sustainable Development Committee” on January 9, 2023, upon approval by the Board of Directors, as the decision-making and supervisory body for promoting sustainability-related matters. The Committee is responsible for overseeing the implementation of environmental sustainability, social engagement, corporate governance, and corporate commitment, with the aim of strengthening the Company’s governance framework and fulfilling corporate social responsibility. In 2025, a meeting was held on May 8, and the implementation status was reported to the Board of Directors on August 7, 2025, to assist the Board in fulfilling its responsibilities to safeguard the rights and interests of the Company, shareholders, and stakeholders.	
(III) Has the company established standards to measure the performance of the board, and does the company implement such standards annually? Does it report the results of the performance evaluation to the board and use them as a reference for each director's remuneration and nomination of term renewal?	V		(III) To strengthen corporate governance and enhance the effectiveness of Board operations, the Company has established the “Board Performance Evaluation Procedures,” which clearly set forth the evaluation methods for the Board, individual directors, and functional committees. Performance evaluations are conducted on a regular annual basis. The results of the 2025 evaluation were reported to the Board of Directors on January 13, 2026, and serve as an important reference for adjusting directors’ remuneration and for nomination for re-election. The relevant evaluation results have been disclosed on page 33 of this annual report.	
(IV) Has the company implemented assessment of the independence of the CPAs regularly?	V		(IV) The Company conducts an annual assessment of the independence and qualifications of its external auditors and requests the auditors to provide “Audit Quality Indicators (AQIs)” as a reference for evaluation. The most recent evaluation results were reviewed and approved by the Audit Committee on November 6, 2025, and subsequently submitted to and approved by the Board of Directors on the same date. The auditors also submitted the “Audit Quality Indicators (AQIs)” report on January 13, 2026, and presented it at the Board meeting on the same date, in order to continuously strengthen the audit quality evaluation mechanism. For details of the auditor independence assessment, please refer to pages 48–49 of this annual report (Auditor Independence Assessment Questionnaire).	
IV. Has the TWSE-Listed Company allocated a sufficient number of qualified corporate governance staff and appointed a person in charge of the affairs related to corporate governance	V		The Company, upon resolution of the Board of Directors on November 8, 2023, approved that, effective the same date, Ms. Yu Shu-Chen, Associate Vice President, shall serve as the Corporate Governance	No major differences.

Item	Operation situation			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons for Deviations Differences and Reasons
	Yes	No	Summary	
(including but not limited to providing information required for directors'/supervisors' professional service, assisting directors and supervisors in complying with laws and regulations, handling the matters concerning the board and annual general meeting in accordance with the law and making their records)?			Officer. She has obtained a Certified Public Accountant qualification and possesses more than three years of professional experience as a head of the financial function in a public company, ensuring the competence of the corporate governance personnel. The main responsibilities of the Corporate Governance Officer include handling matters related to Board of Directors and shareholders' meetings in accordance with laws and regulations and preparing meeting minutes, assisting directors and supervisors in their appointment and continuing education, providing directors and supervisors with information necessary for the execution of their duties, assisting directors and supervisors in complying with relevant laws and regulations, and handling other corporate governance-related matters, so as to safeguard shareholders' rights and strengthen Board functions. For the execution of duties and training of the Corporate Governance Officer in 2025, please refer to page 50 of this annual report for the Corporate Governance Officer's 2025 duties execution and training, and page 91 for managers' participation in corporate governance-related education and training.	
V. Does the company establish communication channels for its stakeholders (including but not limited to shareholders, employees, customers, and suppliers) or create a stakeholders section on its corporate website? Does the company promptly respond to the concerns of stakeholders regarding important corporate social responsibility issues?	V		The Company has established a spokesperson, deputy spokesperson, and dedicated investor relations personnel responsible for media and public relations communications. The dedicated personnel maintain real-time communication with stakeholders through various channels, including telephone, email, social media, and the Company's website. In line with the amended information disclosure procedures issued by the Taiwan Stock Exchange, the Company has set up a "Stakeholder Section" under the "Investor Relations" page on its homepage, enabling stakeholders to quickly access communication channels for various issues and receive appropriate responses. Relevant information can be found in Section II-3-(9)-4 "Rights of Stakeholders" of this annual report. The communication status with various stakeholders in 2025 was reported to the Board of Directors on January 13, 2026.	No major differences.
VI. Does the company appoint a professional shareholder service agency to handle shareholder affairs?	V		The Company has appointed a professional shareholder services agent, the Shareholder Services Department of Yuanta Securities Co., Ltd., to handle shareholders' meetings and various shareholder affairs, and to provide shareholder services and administrative support. Relevant	No major differences.

Item	Operation situation			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons for Deviations Differences and Reasons
	Yes	No	Summary	
			information can be found on the Yuan-tai Securities website: https://www.yuanta.com.tw/ .	
VII. Information Disclosure				
(I) Does the company establish a website to disclose information on financial operations and corporate governance?	V		(I) The Company publishes financial, operational, and corporate governance-related information for each fiscal year on its website and updates it regularly. The website is https://www.chenbro.com/ .	No major differences.
(II) Does the company adopt other means of information disclosure (such as establishing an English language website, delegating a professional to collect and disclose company information, implement a spokesperson system, and disclosing the process of investor conferences on the company website)?	V		(II) The Company has established both Chinese and English websites and set up an Investor Relations section. Dedicated personnel are assigned to collect and maintain company information to ensure the implementation of the spokesperson system. In addition, the Company discloses the proceedings of investor conferences it participates in on its website to ensure information transparency and enable stakeholders to access company information in a timely manner.	
(III) Does the company announce and declare the annual financial report within two months after the end of the fiscal year? Does it announce and declare the first, second and third quarter financial reports and operating conditions of each month as soon as possible before the prescribed period?		V	(III) The Company completes the announcement and filing of its annual financial reports within the statutory deadline, and typically does so approximately 10 days in advance. The financial reports for the first, second, and third quarters are typically announced and filed approximately 3 days in advance, and monthly operating results are also disclosed approximately 3 days in advance. For fiscal year 2025, the annual financial report was completed and announced within 75 days after the end of the fiscal year.	
VIII. Is there any other important information which facilitates a better understanding of the company's corporate governance practices (e.g. including but not limited to employee rights, employee wellbeing, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' training records, the implementation of risk management policies and risk evaluation standards, the implementation of customer policies, and purchasing of liability insurance for directors and supervisors)?	V		Please refer to "II.3.(9) Other Important Information Contributing to the Understanding of Corporate Governance Practices" in this annual report, which covers relevant governance measures relating to employees, investors, suppliers, directors, and managers.	No major differences.
IX. Please specify the company's measures to improve the items listed in the corporate governance review result by Taiwan Stock Exchange's Corporate Governance Center and the improvement plans for items yet to be improved. The results of the 12th (2025) Corporate Governance Evaluation have not yet been announced. In the 2024 evaluation, the Company was ranked in the 6%–20% tier, representing an improvement of one level compared to the previous year.				

Item	Operation situation			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons for Deviations Differences and Reasons
	Yes	No	Summary	
For the items not scored in the 2024 evaluation, the Company completed improvements in 2025, including: Indicator 1.2, establishment of regulations governing related-party transactions covering sales/purchases and acquisition or disposal of assets, with material transactions subject to Board resolution and reporting to or acknowledgment by the shareholders’ meeting; Indicator 2.24, implementation and third-party certification of ISO 27001; Indicator 4.13, implementation and certification of ISO 14001; Indicator 3.05, disclosure of interim financial reports in English within two months after the filing deadline of the Chinese version; and Indicator 4.26, disclosure of 2030 carbon reduction targets, strategies, and action plans. The only remaining improvement item is Indicator 2.23 (Board performance evaluation), for which the Company plans to conduct an external evaluation in the current year.				

Note 1. Disclosure of Implementation of Board Diversity Policy

I. Specific management objectives for Board diversity:

The structure of the Board of Directors shall take into consideration the Company's operating scale and the shareholding structure of major shareholders, and determine an appropriate number of directors of no fewer than five members. The composition of the Board shall also consider diversity. In addition to ensuring that the number of directors concurrently serving as managerial officers does not exceed one-third of the Board seats, the Board shall include members with diverse professional backgrounds and maintain gender balance. The Company sets a target of at least two female directors to ensure a diversified Board composition and gender equality.

II. Achievement of Board diversity:

The Board of Directors consists of nine members, of whom four are independent directors, representing 44% of the Board. Among the directors, four are female, accounting for 44%. Board members possess professional expertise in corporate management, academia, law, and financial management. The Company continues to arrange diversified training programs to enhance decision-making quality and supervisory functions, thereby implementing the Board diversity policy. The policy and objectives of Board diversity are fully reflected in the actual composition and professional structure of the Board.

III. Diversified Core Competences:

III. Diversified Core Competences.

Diversified Core Competences Name of Director	Basic Composition					Industry Experience				Professional Ability				
	Nationality	Gender	Age			Term of office of Independent Director	Business Management	Business Judgment	Industry Expertise	Risk Management	Global Market Perspective	Information Technology	Accounting and Financial	Law
			51 60	61 70	71 80									
Mei-chi Chen	ROC	Female		●		0	●	●	●	●	●	●	●	
Tsun-yen Lee	ROC	Female		●		0	●	●	●	●	●		●	
Yu-ling Tsai	ROC	Female			●	0		●	●	●	●	●		●
Chung-pao Wu	ROC	Male		●		0	●	●	●	●	●			●
Te-feng Wu	ROC	Male		●		0		●		●	●		●	
Chung- hsing Huang	ROC	Male			●	6	●	●	●		●	●		
Wei-shun Cheng	ROC	Male		●		6	●	●		●	●		●	
Wen- Cheng Liu	ROC	Male			●	3	●	●		●	●		●	
Pei-Fang Tsai	ROC	Female	●			3	●	●		●	●		●	

Note 2. Questionnaire for assessment of CPAs' independence**Chenbro Micom Co., Ltd.****Evaluation Form for CPAs**

Review Date: Nov 6, 2025

Parties reviewed: ☒ Current ☐ Candidate CPAs: Pei-Juan Huang and Hui-ling Pan from PwC Taiwan

III. Assessment of criteria of independence: (Further understanding of the actual conditions will be required if "No" is checked for any of the criteria below)

No.	Assessment Content	Please check			Note
		Yes	No	N/A	
01	The CPA or his or her spouse or minor child does not have the investment relationship or share financial interests with Chenbro.	✓			
02	The CPA or his or her spouse or minor child does not have borrowings from Chenbro. Normal transactions through financial institutions are not included.	✓			
03	The CPA form does not submit an assurance service report for a financial information system of which it designs or assists in the effective operation.	✓			
04	The CPA or member of the audit service team does not serve as a director or manager or a position at Chenbro at present or in the last two years that has a significant influence on audit projects.	✓			
05	The non-audit services provided to Chenbro do not directly affect the important items of audit projects.	✓			
06	The CPA or member of the audit service team does not promote or act as a broker of the stocks or other securities issued by Chenbro.	✓			
07	The CPA or member of the audit service team does not represent Chenbro in defense of legal cases or other disputes with third parties, except for businesses permitted by law.	✓			
08	The CPA or member of the audit service team is not a spouse, direct blood relative, direct in-law, or relative within the second degree of kinship of any of Chenbro's directors, managers, or persons who have significant influence on audit projects.	✓			
09	The CPA does not have a CPA partner who has retired for less than one year and does not serve as a director or manager or a position that has a significant influence on audit projects at Chenbro.	✓			
10	The CPA or member of the audit service team does not receive gifts or special offers of great value from Chenbro or Chenbro's directors, managers, or major shareholders.	✓			
11	The CPA is currently not employed by the client or audited entity to perform routine work for which he or she receives a fixed salary, or currently serves as a director or supervisor thereof.	✓			
12	TWSE/TPEx-listed companies: The CPA has not provided audit services to the Company for seven consecutive years. Non-TWSE/TPEx-listed companies: The CPA has not provided audit services to the Company for ten consecutive years.	✓			

III. Assessment of criteria of independence: (Further understanding of the actual conditions will be required if "No" is checked for any of the criteria below)

No.	Assessment Content	Please check			Note
		Yes	No	N/A	

II, Review of Implementation of independence (Where a "No" is checked in any of the following items, further understanding of the facts is required)

No.	Assessment Content	Please check			Note
		Yes	No	N/A	
01	The CPA has recused him/herself from accepting the case if his/her service or he/she has a direct or material indirect relationship with or interest in the matter concerned that may affect his/her fairness and independence.	✓			
02	When the CPA conducts audit, inspection, review, or ad-hoc review, and produces an opinion, he or she maintains the substantive independence as well as the independence in form.	✓			
03	The members of the audit service team, other CPA partners, or shareholders of the accounting firm, the accounting firm, affiliated companies of the accounting firm also maintain their independence from the Company.	✓			
04	The CPA provides professional services in an honest and meticulous manner.	✓			
05	When performing professional services, the CPA maintains a fair and objective perspective, and has also avoided prejudice, conflicts of interest, or interest, which may affect professional judgment.	✓			
06	The CPA's integrity, fairness and objectivity have not been impaired by the lack or loss of independence.	✓			

III, Competency assessment (Further understanding of the actual conditions will be required if "No" is checked for any of the following criteria)

No.	Assessment Content	Please check			Note
		Yes	No	N/A	
01	The CPA does not have disciplinary records from the disciplinary committee for the past two years. The CPA firm was involved in litigation cases in the recent two years.	✓			
02	The CPA firm in charge of the Company's audit services has a sufficient scale, resources, and regional coverage.	✓			
03	The CPA firm has clear quality control procedures with the aspects covered, including the level and main points of the audit procedures, the methods of handling audit issues and judgments, quality control inspections of independence, and risk management.	✓			
04	The CPA firm has promptly notified the audit committee of any material issues and developments in risk management, corporate governance, financial accounting, and relevant risk control.	✓			
05	Do the CPAs regularly provide information on Audit Quality Indicators?	✓			

Note 3. 2025 Execution and Training of the Corporate Governance Officer

The Company, upon resolution of the Board of Directors on November 8, 2023, appointed Ms. Yu-Shu Chen, Associate Vice President, as the Corporate Governance Officer effective the same date. The Corporate Governance Officer holds a Certified Public Accountant qualification and possesses more than three years of professional experience as a head of the financial function in a public company. The main responsibilities of the Corporate Governance Officer include handling matters related to Board of Directors and shareholders' meetings in accordance with applicable laws and regulations, preparing meeting minutes, assisting directors and supervisors with their appointment and continuing education, providing information required for the execution of duties, and ensuring compliance with relevant laws and regulations, in order to safeguard shareholders' rights and strengthen Board functions. For training details, please refer to page 91 of this annual report under "Managers' Participation in Corporate Governance-Related Training and Education."

➤ **The execution of corporate governance-related duties in 2025 is as follows:**

1. Handling matters related to Board meetings in accordance with laws and regulations and preparing Board meeting minutes.
2. Reviewing whether Board resolutions constitute material information requiring disclosure.
3. Assisting directors with continuing education matters; all directors' training records have been reported to the Market Observation Post System.
4. Assisting in compliance matters related to shareholders' meeting procedures and resolutions.
5. Handling advance registration for shareholders' meetings in accordance with regulations, preparing meeting notices, meeting handbooks, and minutes within statutory deadlines, and completing changes of registration in cases of amendments to the Articles of Incorporation or director re-election.
6. Reviewing whether the Company meets the scoring requirements of corporate governance evaluation indicators.
7. Arranging communication between the internal audit supervisor, external auditors, the Audit Committee, and independent directors.
8. Reporting to the Board on August 7, 2025, the minutes of the 2025 Sustainable Development Committee, including the planning and progress of sustainability projects and risk management operations.
9. Reporting to the Board on January 13, 2026, the implementation of corporate integrity practices in 2025, communication with stakeholders, and the implementation of the intellectual property management plan.

(IV) Remuneration Committee

1. Information of Remuneration Committee members

Title	Name	Professional qualifications, experience and independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Independent Director (Convener)	Wen-Cheng Liu	Please refer to the information of directors and supervisors in this annual report. (Page 16-20).	1
Independent Director	Wei-shun Cheng		3
Independent Director	Chung-hsing Huang		1

2. Responsibilities of the Remuneration Committee

The Remuneration Committee is established to assist the Board of Directors in executing and evaluating the Company's overall compensation and benefit policies, as well as the remuneration of directors and managerial officers. The remuneration of directors and employee bonuses are determined based on the Company's annual operating performance and are allocated in accordance with the percentage stipulated in the Articles of Incorporation, and distributed pursuant to the allocation mechanism resolved by the Board of Directors. Other remuneration is determined with reference to overall operating performance, surveys of

compensation levels of listed companies, and market salary reports issued by professional consulting firms, while also taking into account the Company's overall financial condition and operational risk environment.

The Company's Remuneration Committee consists of three independent directors. In accordance with its organizational charter, the Remuneration Committee shall convene at least two regular meetings per year.

3. Information on the Operation of the Remuneration Committee

- (1) The Company's Remuneration Committee consists of 3 members.
- (2) Term of the current committee members: from May 31, 2023 to May 30, 2026. During the most recent fiscal year and up to the date of publication of this annual report, the Remuneration Committee has convened 4 meetings (A), and the attendance of each member is as follows:

Position	Name	Attendance in Person (B)	By Proxy	Actual attendance rate % (B/A) (Note)	Note
Convener	Wen-Cheng Liu	4	-	100%	Appointed on May 31, 2023
Committee Member	Wei-shun Cheng	4	-	100%	Re-elected on May 31, 2023
Committee Member	Chung-hsing Huang	3	1	75%	Re-elected on May 31, 2023
Other matters to be noted:					
I. If the board of directors declines to adopt or modifies a suggestion of the Remuneration Committee, the date of the meeting, term, summary of the proposal, resolution by the board of directors, and the Company's response to the Remuneration Committee's opinion shall be specified: None.					
II. For resolution(s) made by the Remuneration Committee with the committee members voicing opposing or reserved opinions on the record or in writing, please state the meeting date, term, contents of proposal, and opinions of all members, and the Company's response to said opinions: None, please refer to the table below.					

4. The Remuneration Committee Meeting Information:

The Remuneration Committee of our company has held meetings, reviewed, and evaluated the company's salary and compensation information over the past year as follows:

Committee Meeting	Agenda Items and Subsequent Handling	Resolution	Company's Handling of Remuneration Committee Opinions
5th Term 6th Meeting January 14, 2025	1. Proposal on the distribution of individual year-end bonuses (year-end performance bonuses) for managerial officers of the Company. 2. Proposal on salary adjustment for managerial officers of the Company.	Approved unanimously by all committee members	Submitted to the Board of Directors and approved by all attending directors
5th Term 7th Meeting March 11, 2025	1. Proposal on the total distribution amount of employee compensation and directors' remuneration for fiscal year 2024. 2. Proposal on issuance of restricted employee shares for fiscal year 2025. 3. Proposal on amendments to the Company's Articles of Incorporation.	Approved unanimously by all committee members	Submitted to the Board of Directors and approved by all attending directors
5th Term 8th Meeting May 8, 2025	1. Proposal on the distribution of directors' remuneration for fiscal year 2024. 2. Proposal on the distribution of managerial officers' remuneration for fiscal year 2024.	Approved unanimously by all committee members	Submitted to the Board of Directors and approved by all attending directors
5th Term 9th Meeting August 7, 2025	1. Proposal on amendments to the issuance rules of restricted employee shares. 2. Proposal on changes of Chief Financial Officer and promotion of managerial officers. 3. Proposal on the list of eligible managerial officers	Approved unanimously by all committee members	Submitted to the Board of Directors and approved by all attending directors

	and number of shares under the restricted employee shares plan.		
5th Term 10th Meeting January 13, 2026	1. Proposal on year-end bonuses (year-end performance bonuses) for managerial officers. 2. Proposal on salary adjustment for managerial officers.	1. Approved unanimously by all committee members. 2. No salary adjustment for managerial officers.	Submitted to the Board of Directors and approved by all attending directors
5th Term 11th Meeting March 10, 2026	1. Proposal on defining the scope of entry-level employees. 2. Proposal on total distribution amount of employee compensation and directors' remuneration for fiscal year 2025. 3. Proposal on revision of remuneration policy, system, standards, and structure for managerial officers. 4. Proposal on revision of remuneration policy, system, standards, and structure for managerial officers. 5. Proposal on issuance of restricted employee shares for fiscal year 2026.	Approved unanimously by all committee members	Submitted to the Board of Directors and approved by all attending directors

(V) Sustainable Development Committee

1. Information of Sustainable Development Committee members

Title	Name	Professional qualifications, experience and independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Chairperson (Convener)	Mei-Chi Chen	Please refer to the information of directors and supervisors in this annual report (Page 14-20).	1
Independent Director	Pei-fang Tsai		0
Independent Director	Chung-hsing Huang		1

2. The Sustainable Development Committee's Responsibilities

The committee is tasked with assisting the board in continually promoting practices related to corporate environment, society, and governance to achieve sustainable operation. Its duties should include the following:

- (1) Formulating the direction and objectives of sustainable development, as well as drafting relevant management policies and specific implementation plans.
- (2) Advocating for and implementing initiatives related to the company's sustainable development direction and objectives.
- (3) Tracking, reviewing, and revising the implementation and effectiveness of corporate sustainable development.
- (4) Handling other matters assigned to the committee by board resolution.

The Sustainability Committee of our company is composed of directors and senior company executives, with a minimum of three members, and chaired by the Chairman of the Board. According to its organizational charter, the Sustainability Committee should convene meetings at least once a year, with the option to hold additional meetings as needed.

3. Operation status of the Sustainable Development Committee

- (1) The Company's Sustainable Development Committee consists of 3 members.

- (2) The term of the committee: May 31, 2023, to May 30, 2026. The Sustainable Development Committee held 1 meeting in 2025 (A), and the attendance of the members is as follows:

Position	Name	Attendance in Person (B)	By Proxy	Actual attendance rate % (B/A) (Note)	Note
Convener	Mei-Chi Chen	1	-	100%	Re-elected on May 31, 2023
Committee Member	Pei-fang Tsai	1	-	100%	Appointed on May 31, 2023
Committee Member	Chung-hsing Huang	0	1	0%	Re-elected on May 31, 2023

4. Board of Directors' Supervision of Sustainable Development

Meeting Date (Board Session)	Content
114/01/14 (15th Board Meeting No. 9)	• Report on the implementation of the Company's integrity management practices for 2024. • Report on stakeholder communication for 2024. • Report on the Intellectual Property Management Plan and its implementation for 2024.
114/03/11 (15th Board Meeting No. 10)	• Report on the greenhouse gas inventory and verification schedule.
114/05/08 (15th Board Meeting No. 11)	• Convening of the 2nd Sustainable Development Committee (2nd meeting). • Report on the greenhouse gas inventory and verification schedule.
114/08/07 (15th Board Meeting No. 12)	• Report on the minutes of the 1st Sustainable Development Committee meeting of 2025 (including the implementation status of risk management for 2025). • Report on the greenhouse gas inventory and verification schedule. • Discussion of the 2024 Sustainability Report.
114/11/06 (15th Board Meeting No. 13)	• Report on the greenhouse gas inventory and verification schedule.

(VI) The execution status of promoting sustainable development and the differences and reasons compared to the sustainable development practices guidelines of listed companies

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
I. Has the Company has established a governance structure to promote sustainable development, and set up a special (part-time) unit to promote sustainable development, which is authorized by the board of directors to be handled by the senior management, and the situation of supervision by the board of directors?	V		The Company established the “Sustainable Development Committee” and the position of Chief Sustainability Officer in 2023. The Chairperson concurrently serves as the Chief Sustainability Officer, responsible for coordinating and promoting the EPS + ESG sustainability development objectives. The “Sustainable Development Committee” is under the Board of Directors and regularly reports annual implementation results to the Board. In 2025, a total of five Board meetings were held, all of which included reporting on ESG-related implementation progress. The Board is responsible for supervising the Company’s sustainability development initiatives. The Company has also established a “Sustainable Operation Promotion Task Force” to drive sustainability-related projects. This task force is jointly led by the Chairperson, the Chief Executive Officer, and the Chief Sustainability Officer, with all employees involved in execution. The task force is organized into four functional working groups: “Corporate Governance,” “Environmental Sustainability,” “Corporate Commitment,” and “Social Engagement.” Each working group reviews key sustainability issues for the year in accordance with departmental sustainability targets, and department heads are responsible for implementing and tracking subsequent action plans and outcomes. Please refer to page 52-53 of this Annual Report for the Board’s supervision of sustainability development.	No major differences.

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons						
	Yes	No	Summary							
II. Does the company follow materiality principle to conduct risk assessment for environmental, social, and corporate governance topics related to company operation, and establish risk management-related policy or strategy?	V		The Company has conducted risk assessments on environment, social, and governance (ESG) issues related to its operations in accordance with the principle of materiality. Based on the assessment results, relevant risk management policies and procedures have been established, together with a comprehensive risk management framework, to ensure the Company’s sustainable operations and to safeguard the interests of stakeholders. The “Risk Management Policies and Procedures” are implemented by respective responsible units according to their designated duties for daily monitoring and management. Material risk items are regularly consolidated and reported to management for review. The major risk assessment items and the 2026 operational status are as follows: <table><tr><th>Key Risk Assessment Items</th><th>2026 Risk Management Implementation</th></tr><tr><td>Major unexpected disaster risks (including tariffs, geopolitics, financial risks, pandemics, etc.)</td><td> In response to U.S. tariffs and cross-border impacts, the CEO Office immediately established a Task Force Team (TFT) to coordinate cross-functional information gathering and response. Collected policy, customs, industry, and market information, and integrated opinions from customers, suppliers, and professional institutions. Conducted scenario analysis and impact assessment, and formulated short-, medium-, and long-term countermeasures with rolling updates. Material matters are regularly reported to the Board of Directors. </td></tr><tr><td>Financial risks (interest rate, exchange rate, liquidity, credit risk)</td><td> Exchange rate risk: mitigated through natural hedging and financial hedging instruments to reduce volatility. Liquidity risk: maintained banking credit lines and sufficient cash to ensure stable working capital. Credit risk: regularly reviewed customer </td></tr></table>	Key Risk Assessment Items	2026 Risk Management Implementation	Major unexpected disaster risks (including tariffs, geopolitics, financial risks, pandemics, etc.)	In response to U.S. tariffs and cross-border impacts, the CEO Office immediately established a Task Force Team (TFT) to coordinate cross-functional information gathering and response. Collected policy, customs, industry, and market information, and integrated opinions from customers, suppliers, and professional institutions. Conducted scenario analysis and impact assessment, and formulated short-, medium-, and long-term countermeasures with rolling updates. Material matters are regularly reported to the Board of Directors.	Financial risks (interest rate, exchange rate, liquidity, credit risk)	Exchange rate risk: mitigated through natural hedging and financial hedging instruments to reduce volatility. Liquidity risk: maintained banking credit lines and sufficient cash to ensure stable working capital. Credit risk: regularly reviewed customer	No major differences.
Key Risk Assessment Items	2026 Risk Management Implementation									
Major unexpected disaster risks (including tariffs, geopolitics, financial risks, pandemics, etc.)	In response to U.S. tariffs and cross-border impacts, the CEO Office immediately established a Task Force Team (TFT) to coordinate cross-functional information gathering and response. Collected policy, customs, industry, and market information, and integrated opinions from customers, suppliers, and professional institutions. Conducted scenario analysis and impact assessment, and formulated short-, medium-, and long-term countermeasures with rolling updates. Material matters are regularly reported to the Board of Directors.									
Financial risks (interest rate, exchange rate, liquidity, credit risk)	Exchange rate risk: mitigated through natural hedging and financial hedging instruments to reduce volatility. Liquidity risk: maintained banking credit lines and sufficient cash to ensure stable working capital. Credit risk: regularly reviewed customer									

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
				credit limits and continuously monitored accounts receivable and collections.
			R&D and technology risks	Focused on AI, AIoT, Cloud, and 5G applications, continuously promoting modular product strategies (Reduce / Reuse / Recycle). Implemented NPDP and DFM processes to enhance product development and mass production efficiency. Key technologies include high-strength lightweight materials and liquid cooling solutions, AI server and GPU platforms (including NVIDIA / AMD / Intel), high-speed storage and PCIe Gen6 development, and AI rack and liquid cooling integrated solutions. R&D expenditure accounts for approximately 2%–4% of revenue.
			Policy, legal, intellectual property, and contractual risks	Continuously monitors domestic and international policy and regulatory changes, with no material impact identified to date. Strengthens contract review, litigation management, and intellectual property protection. Engages professional advisors when necessary to implement timely countermeasures.
			Industry and market fluctuation risks	AI-driven server demand growth has significantly increased demand for high-end GPUs and liquid-cooled racks. The Company benefits from AI server order growth, with product mix shifting toward higher value-added products. Strategic focus includes strengthening AI platforms (GB / VR architecture) and integrated solutions, deepening cooperation with CSP and AI customers, and enhancing customization and system integration

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
			capabilities.	
			Tariff and supply chain / global expansion risks Adopts a “global manufacturing localization” strategy to diversify risks. Continues expanding overseas sites (Taiwan, United States, Malaysia, etc.). Implements LCIM low-cost intelligent manufacturing to accelerate overseas replication and mass production capability.	
			Supply chain and operational risks (procurement, production-sales, pricing) Established supplier contracts and real-time notification mechanisms to ensure delivery and quality. Provides FCST and maintains safety stock to reduce shortage risks. Applies centralized procurement and price monitoring mechanisms to stabilize costs. Continuously optimizes supplier evaluation and governance systems.	
			Equity and control risks Regularly monitors shareholding changes of directors and major shareholders. The current ownership structure remains stable, with no control risk identified.	
			Information security risks Implements multi-factor authentication, jump server mechanisms, and secure access controls. Conducts regular vulnerability scanning and security patching. Establishes backup and disaster recovery mechanisms and strengthens drills. Enhances employee cybersecurity training and social engineering awareness. Establishes AI tool usage guidelines and cybersecurity governance framework.	

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
III. Environmental issues (I) Has the company set an environmental management system designed in line with the industry characteristics?	V		(I) Chenbro is committed to complying with all environmental-related regulations and international standards, and actively responds to low-carbon environmental initiatives to implement the protection of the natural environment and resources. The Company has established dedicated environmental management units at its major manufacturing and operational sites, and has built a comprehensive environmental sustainability management system to systematically promote environmental management activities. All major production sites have obtained ISO 14001 Environmental Management System certification. ● Chiayi Plant / Chenfeng Plant (2023/05/29 – 2026/05/29) ● CSH Plant (2023/01/03 – 2026/02/19) ● DGP Plant (2022/12/20 – 2025/12/19) In 2025, the Company continued to implement relevant operations under its environmental management system, including greenhouse gas inventory, energy usage management, water resource management, and waste reduction and classification. Regular internal and external audits are conducted to ensure the effective operation of the system. Chenbro's environmental management system focuses on greenhouse gas management, energy management, water resource management, and waste management. The Company actively adopts international standards and implements related management systems, including ISO 14001 Environmental Management System, ISO 14064-1 Greenhouse Gas Management System, ISO 50001 Energy Management System, and UL 2799 Zero Waste to Landfill certification. All relevant management practices are implemented in accordance with standard requirements and are regularly subject to independent third-party verification and assurance to ensure the effectiveness of the systems and the reliability of the information, thereby continuously enhancing environmental governance performance and steadily progressing toward sustainable environmental development.	No major differences.

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
(II) Does the Company committed to improving energy efficiency and using recycled materials with low impact on environmental load?	V		(II) Chenbro places great importance on the impact of energy usage on operating costs and environmental sustainability, and continues to promote systematic energy management practices. The Chiayi Plant has taken the lead in implementing the ISO 50001 Energy Management System (certification period: 2024/01/15–2027/01/14), and continuously enhances energy management practices, laying the foundation for energy management across the Group. In recent years, as the Company continues to expand its operations, energy-saving measures have been actively implemented across all plants, and solar power generation for self-consumption has also been progressively deployed. In 2025, the Company continued to implement its energy management plan, including optimization of energy-saving equipment, electricity monitoring and management, introduction of renewable energy, and internal and external audit activities, in order to improve energy efficiency and reduce energy consumption. Total energy consumption in 2025 was 87,508 GJ. The Group's overall energy intensity (total energy consumption / annual revenue, with revenue in NT\$ million) continued to decline, reaching 3.98 in 2025, representing a significant decrease of 24.33% compared to 2024. The renewable energy usage ratio in 2025 was 5.16%. In 2024, total energy consumption was 76,296 GJ, and the renewable energy usage ratio was 4.77%. The above data covers all operational sites of the Group. The Company has set a target of reducing energy intensity to 3.75 by 2030 and increasing the proportion of renewable energy usage to 10%, as quantitative goals to strengthen energy management and steadily move toward low-carbon transformation and sustainable development. In 2025, Chenbro continued to expand its renewable energy deployment. On-site solar power generation for self-consumption reached 1,254,509 kWh, a record high in recent years, corresponding to an estimated carbon reduction of approximately 638.55 tCO₂e. Renewable energy accounted for 5.56% of total electricity consumption. In addition, new plants are also incorporating renewable energy planning. The new Malaysia plant is expected to commence solar	No major differences.

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
			power generation after becoming operational in 2026, which will further increase the Group's renewable energy usage ratio and reduce greenhouse gas emissions associated with electricity consumption. All Chenbro products comply with international regulations, safety standards, and environmental requirements, and actively meet customer requirements to fulfill its responsibility for green product management. In product R&D and design, recyclable and environmentally friendly materials are adopted, and the 3R principles (Reduce, Reuse, Recycle) are implemented, moving toward the Cradle to Cradle (C2C) circular economy model. The Company also complies with the Waste Electrical and Electronic Equipment (WEEE) Directive, adopting design principles focused on disassembly, recyclability, and environmental friendliness, thereby improving product reusability and reducing environmental impact. To minimize environmental impact during manufacturing processes, the Company has established an environmental management system and defined standardized operating procedures to effectively control waste and energy resource usage. Key actions and results: ● Packaging materials are fully made of recyclable materials, estimated to reduce carbon emissions by approximately 8% annually. ● More than 70% of product components comply with WEEE requirements. ● Promotes scrap material recycling and reuse, and incorporates PCR recycled plastics, with some products containing up to 30%. ● Sheet metal materials have been upgraded from standard SGCC (6 – 10% recycled steel content) to SGCC RC12 (12% recycled steel content), further reducing environmental impact.	

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons								
	Yes	No	Summary									
(III) Does the Company evaluate the current and future potential risks and opportunities of climate change, and adopt countermeasures related to climate issues?	V		(III) The Company’s Sustainable Development Committee serves as the highest governing body of the Climate Change Management Team. The Chairperson of the Board acts as the Chair of the Committee. On an annual basis, the Committee reviews the Company’s climate change strategies and targets, manages actions related to climate-related risks and opportunities, and reviews implementation status as well as discusses future plans. The Committee also reports to the Board of Directors. For the Company’s assessment of climate-related risks and opportunities and corresponding response measures, please refer to Table (VII) “Climate-related Information of the Company” below.	No major differences.								
(IV) Does the company collect data for greenhouse gas emissions, water consumption, and waste quantity in the past two years, and develop energy conservation, greenhouse gas emissions reduction, water consumption reduction, and other waste management policies? (To be filled in the general manager's office)	V		(IV) The Company’s greenhouse gas inventory results, assurance status, and reduction policies are set out in Table (VII) “Climate-related Information of the Company” below ● Water Resource Management In 2025, total water withdrawal was 160.65 million liters, with a water withdrawal intensity of 0.007, a decrease compared to 0.010 in 2024. The Company has established water resource management targets and aims to reduce water withdrawal intensity to 0.005 by 2030. Key measures include water resource risk assessment, management of water sources, installation of rainwater harvesting systems, and water conservation for irrigation use <table><tr><th>Item</th><th>2024</th><th>2025</th></tr><tr><td>Total Water Usage (ML = Million Liters)</td><td>147.35</td><td>160.65</td></tr><tr><td>Water Intensity (ML / M TWD)</td><td>0.010</td><td>0.007</td></tr></table> ● Waste Management The Company implements waste classification and outsourced treatment in accordance with ISO 14001 requirements and relevant regulations, and promotes resource reuse and source reduction. In 2025, total waste amounted to 6,441.08 metric tons, with a recycling and reuse rate of 91.65%. General waste is disposed of through incineration or recycling, while hazardous waste is legally outsourced for proper treatment.		Item	2024	2025	Total Water Usage (ML = Million Liters)	147.35	160.65	Water Intensity (ML / M TWD)	0.010
Item	2024	2025										
Total Water Usage (ML = Million Liters)	147.35	160.65										
Water Intensity (ML / M TWD)	0.010	0.007										

Promoted Item	Implementation status				Differences from code of practice for sustainable Development of listed companies and reasons																		
	Yes	No	Summary																				
			The Company has established waste reduction targets and aims to reduce waste intensity from 0.29 to 0.20 by 2030, while continuously strengthening waste reduction initiatives and circular economy measures. <table><tr><th>Category</th><th>Treatment Method</th><th>2024</th><th>2025</th></tr><tr><td rowspan="2">General Industrial Waste</td><td>Direct disposal – Incineration (with energy recovery) (t)</td><td>306.43</td><td>539.88</td></tr><tr><td>Transfer – Recycling / Reuse (t)</td><td>3,511.13</td><td>5,898.72</td></tr><tr><td rowspan="2">Hazardous Waste</td><td>Direct disposal – Incineration (with energy recovery) (t)</td><td>-</td><td>10.75</td></tr><tr><td>Transfer – Recycling / Reuse (t)</td><td>13.86</td><td>5.42</td></tr></table>		Category	Treatment Method	2024	2025	General Industrial Waste	Direct disposal – Incineration (with energy recovery) (t)	306.43	539.88	Transfer – Recycling / Reuse (t)	3,511.13	5,898.72	Hazardous Waste	Direct disposal – Incineration (with energy recovery) (t)	-	10.75	Transfer – Recycling / Reuse (t)	13.86	5.42	No major differences.
Category	Treatment Method	2024	2025																				
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	Transfer – Recycling / Reuse (t)	13.86	5.42																				
IV. Social issues																							
(I) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		(I) The Company recognizes and voluntarily complies with the United Nations Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and local laws and regulations. It actively participates in the Responsible Business Alliance (RBA) to implement human rights protection mechanisms. Each production site has adopted the RBA management system for risk management. In 2025, the Chiayi Plant obtained the RBA Silver certification. Regarding human rights policies, the Company’s Human Resources Department, with reference to international human rights conventions, has established relevant internal systems, including the “Prohibition of Child Labor and Young Workers Management Procedure” and the “Anti-Disciplinary, Forced Labor, and Prison Labor Management Procedure,” to safeguard employees’ fundamental human rights and prohibit any inhumane treatment.		No major differences.																		

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
(II) Has the company formulated and implemented reasonable employee benefits measures (including remuneration, leave, and other benefits), and appropriately reflected the operating performance or achievements in the employee compensation?	V		In addition, the Company is committed to creating a gender-friendly, diverse, and inclusive workplace and promotes a 3H (Happy, Health, Hope) friendly workplace culture. Internal regulations include the “Sustainable Development Practice Code,” “Employee Code of Conduct,” “Workplace Sexual Harassment Prevention Measures, Complaint and Disciplinary Procedures,” and “Recruitment and Employment Management Procedures,” which clearly protect employee rights in terms of age, working hours, leave, and gender. Regular training is also conducted to ensure effective implementation of these systems. Relevant policies are disclosed on the Company’s website; please refer to the Internal Regulations – Code of Conduct section. (II) 1. Compensation System and Performance Linkage The Company aims for sustainable operations, and employee compensation and incentive systems are linked to overall business performance. Salary adjustments are based on market salary levels and operational performance, and regular salary surveys are conducted to maintain market competitiveness. Incentives are distributed based on profitability and individual performance. Annual performance evaluations are conducted to recognize high-performing employees, while employees with below-target performance are supported through performance improvement programs. The Company also continues to develop diversified retention incentive mechanisms. 2. Employee Welfare Measures The Company provides diversified and competitive welfare programs to support employees’ living standards and well-being, including holiday bonuses, birthday/marriage/birth gifts, employee stock ownership trust, employee welfare committee and club activities, year-end banquet, stress-relief massage services, group insurance, health check subsidies, parking subsidies, and meal subsidies. In 2024, childcare subsidies, long-term care subsidies, and paid family care leave were introduced to support work-life balance. 3. Retirement System:	No major differences.

Promoted Item	Implementation status					Differences from code of practice for sustainable Development of listed companies and reasons												
	Yes	No	Summary															
(III) Does the company provide employees with a safe and healthy work environment, with regular safety and health training?	V		The Company has established a defined benefit retirement scheme in accordance with the Labor Standards Act, applicable to service years prior to the implementation of the Labor Pension Act on July 1, 2005, as well as subsequent years for employees who choose to remain under the Labor Standards Act. Pension benefits are calculated based on years of service and average salary in the last six months before retirement. For the first 15 years of service, each year is granted two units; beyond 15 years, each additional year is granted one unit, with a maximum of 45 units. The Company contributes monthly 5% of total payroll to the labor pension reserve account at Bank of Taiwan and reviews the fund annually. If insufficient, the Company will make up the difference by the end of March of the following year. (III) Each plant conducts regulatory identification, occupational safety and health training, risk identification and assessment, change management, chemical management, contractor management, PPE management, emergency response, occupational accident prevention, health promotion and management, office workplace safety measures, indoor air quality and ventilation systems, lighting, and related controls. Please refer to Chapter 5 Labor Relations for details. The Group has obtained ISO certifications for occupational safety and environmental management systems as follows: ➤ Chiayi Plant and CSH Plant: ISO 45001 Occupational Health and Safety Management System (valid from Nov. 28, 2023 to Nov. 28, 2026) ➤ Chiayi Plant, CTW Plant, DGP Plant, and CSH Plant: ISO 14001 Environmental Management System ➤ CSH Plant: Jiangsu Province Safety Production Level 2 Standardization Certification Occupational accident events: <table><tr><th>Plant area</th><th>the headquarters</th><th>Chiayi Plant</th><th>CSH</th><th>DGP</th><th>CTW</th></tr><tr><td>Occupational Accident Incident</td><td>0</td><td>17</td><td>2</td><td>5</td><td>2</td></tr></table>			Plant area	the headquarters	Chiayi Plant	CSH	DGP	CTW	Occupational Accident Incident	0	17	2	5	2	No major differences.
Plant area	the headquarters	Chiayi Plant	CSH	DGP	CTW													
Occupational Accident Incident	0	17	2	5	2													

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
(IV) Has the company established effective career development training programs for its employees?	V		➤ Chiayi Plant recorded 17 occupational accidents. Improvement measures include increased inspection frequency, hazard identification and risk assessment, and strengthened proactive safety management. Unsafe behaviors identified on-site are immediately stopped and reported to supervisors for corrective action and training. ➤ Chiayi Plant conducted occupational safety training in accordance with relevant laws. As of December 31, 2025, 306 employees were required to complete training, and all 306 completed it, achieving a 100% completion rate. ➤ CTW Plant recorded 2 accidents. Improvements include risk identification, management guidance, and audit implementation, as well as proper tool and equipment usage and regular PPE training. ➤ CSH Plant had one fatal accident caused by unsafe positioning near a forklift, resulting in falling materials. A full review and corrective actions were implemented. Qin-Feng Plant also had a severe accident caused by improper use of cotton gloves with a grinding machine, resulting in injury. Cotton gloves are now strictly prohibited in cutting operations, and warning signs have been installed. ➤ Most accidents are caused by unsafe human behavior. Improvements include strengthening regulations, training, and inspections. ➤ CSH Plant implemented risk identification, facility improvement, hazard elimination, and training measures, including separation of pedestrian and vehicle lanes and forklift safety training. ➤ No fire incidents occurred during the year; fire prevention measures such as inspections, training, and drills were conducted in compliance with fire safety regulations. (IV) The Company provides diversified learning programs, including onboarding training, on-the-job training, and succession development programs, aligned with strategic objectives to develop employees' professional, core functional, and management capabilities. Knowledge sharing platforms such as newsletters are used to promote a learning culture.	No major differences.

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
(V) Do the company's product and service comply with relevant regulations and international rules for customers' health and safety, privacy, sales, and labelling, and set policies to protect consumers' rights and consumer complaint procedures?	V		1. Onboarding Training: Conducted on the first day of employment, including company introduction and orientation, departmental professional training, and newcomer sharing sessions. 2. On-the-Job Training: Based on annual strategies, internal instructors and external courses are arranged to enhance professional and core competencies. Manufacturing sites implement structured training and quality circle activities to improve production efficiency and quality awareness. 3. Succession Development: Uses mentorship and coaching programs to develop potential successors in leadership, strategic vision, planning, and coaching skills. Mid- and senior-level management programs include job rotation to broaden cross-functional capabilities and cultivate well-rounded leaders. (V) The Company complies with domestic and international regulations and standards regarding product and service safety, customer health and safety, privacy, marketing, and labeling. Internal restricted substance management standards are established to ensure supplier compliance. The Company complies with EU REACH regulations and RoHS Directive to provide reliable and safe products. A professional technical support team provides global customer support. The Company website includes a "Support and Service" section with product information and FAQs, as well as a responsive online form for timely customer feedback. A formal "Customer Complaint Handling Procedure" is in place, defining complaint processes and response timelines based on severity to enhance customer satisfaction.	No major differences.
(VI) Does the company set supplier management policy and request suppliers to comply with relevant standards on the topics of environmental, occupational safety and health, or labor right, and their implementation status?	V		(VI) The Company has established a supplier management policy requiring suppliers to comply with environmental protection, occupational health and safety, and labor human rights standards, and to implement sustainable management measures as follows: 1. Policy and Commitment ■ Suppliers must sign the Supplier Code of Conduct and Social Responsibility Commitment Letter.	No major differences.

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
			■ Compliance rate: 95%. All suppliers sign relevant declarations and follow the Responsible Business Alliance (RBA) Code of Conduct. ■ New suppliers are evaluated using assessment forms covering ESG aspects; existing suppliers are regularly evaluated and required to improve if performance is unsatisfactory. 2. Human Rights Due Diligence ■ A supplier human rights due diligence process is established: commitment signing → self-assessment → audit → results and corrective actions → follow-up. ■ 2024–2025 coverage includes approximately 20 strategic and key raw material suppliers, focusing on wages, working hours, health and safety, and freedom of association. ■ High-risk electronic materials have substitute part management mechanisms. 3. Mitigation and Improvement Measures ■ Underperforming suppliers are provided with guidance and training, and improvement progress is continuously tracked through multiple Quarterly Business Review (QBR) meetings. ■ Starting from 2025, strategic hardware suppliers have been guided to complete CBAM-related training courses and data submissions to comply with low-carbon manufacturing requirements. ■ In 2025, Chenbro completed the “Leading Large Enterprises to Support SMEs in Smart Upgrading” project, assisting four key suppliers in implementing smart manufacturing and data management systems to enhance production capacity and maintain shipment stability. ■ Strengthened conflict minerals management and compliance with chemical regulations (REACH / SVHC), and established compliant material procurement procedures. ■ In 2026, Chenbro established its Sustainability Declaration, requiring suppliers to sign and	

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
			acknowledge its importance, while also providing relevant guidance and ESG-related support. 4. ESG Integration and Sustainability Goals ■ Suppliers are regarded as long-term partners in sustainable development. In addition to quality, technology, delivery, and cost requirements, governance, environmental, and social performance are also emphasized, particularly climate change-related initiatives. ■ Supply chain management is based on regulatory compliance, labor rights protection, environmental safety, and occupational health risk management. Supplier profiles are regularly reviewed, with continuous communication and guidance provided to achieve sustainability management objectives. ■ A localized procurement strategy is adopted, with local procurement at the headquarters currently reaching 85%, thereby reducing transportation-related carbon emissions. ■ Annual evaluations and monthly monitoring are conducted for the green supply chain to strengthen ESG implementation, including suppliers of raw materials such as steel, fans, and power supplies. ■ A Preferred Vendor List (PVL) has been established to improve collaboration efficiency and quality stability, while continuously enhancing suppliers' sustainability management capabilities.	
V. Does the Company refer to international reporting rules or guidelines to publish CSR report to disclose non-financial information of the Company? Has the said report acquired third-party certification or statement of assurance?		V	The Company has published a sustainability report since 2019. The 2023 Sustainability Report was prepared in accordance with the 2021 version of the GRI Standards. It also references the industry standards of the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs) as reporting principles. The assurance process was conducted in accordance with the AA1000 Assurance Standard v3, Type 1 evaluation, assessing the nature and extent of the organization's adherence to the AA1000 Accountability Principles (2018). The report obtained a third-party	No major differences

Promoted Item	Implementation status			Differences from code of practice for sustainable Development of listed companies and reasons
	Yes	No	Summary	
			independent moderate assurance statement issued by the British Standards Institution (BSI) Taiwan Branch.	
VI. If the company has established its corporate social responsibility code of practice according to Code of Practice for Sustainable Development of TWSE/TPEX Listed Companies, please describe the operational status and differences: The Company has formulated its “Sustainable Development Best Practice Principles” and reviews relevant regulatory updates annually, making necessary revisions to ensure compliance. The actual implementation is consistent with the established principles, with no material differences.				
VII. Other important information to facilitate better understanding of the company's implementation of corporate social responsibility: 1. The Company has established a “Corporate Sustainability Section” on its official website, where it regularly discloses the implementation results of sustainability initiatives and provides access to previous sustainability reports, in order to enhance information transparency and strengthen communication with stakeholders. 2. Since 2023, the Company has participated in the Carbon Disclosure Project (CDP) climate change questionnaire. It continues to improve its climate and water resource management practices. In 2025, the CDP ratings were: Climate Change – C, Water Security – C.				

(VII) Company Climate-related Information

1. Implementation Status of Climate-related Information

Item	Implementation Status							
1. Description of the supervision and governance of climate-related risks and opportunities by the Board of Directors and management.	The Company's sustainability strategy is guided by the Chairman, who also serves as the Chief Sustainability Officer (CSO). The Sustainability Business Development Department, under the CSO, is responsible for overall coordination and integration, and reports to the Chairman/CSO on sustainability strategies and project progress, including climate-related issues. The Board of Directors serves as the highest governance body for climate-related matters. The Sustainability Development Committee is a functional committee under the Board, composed of three directors, and is chaired by the Chairman.							
2. Assessment of the Impact of Climate Risks and Opportunities on Business, Strategy, and Finance (Short-Term, Medium-Term, Long-Term).			Item	Level	Value Chain	Time Horizon	Impact / Financial Impact	Response / Measures
		Transition Risk	Regulatory and policy developments	High	Customers / Chenbro / Suppliers	Medium term	Carbon tax or carbon fee payments, leading to increased operating costs and expenses	Continuously monitor international regulations and local policies in operating regions; establish internal management mechanisms to prepare early for carbon tax and carbon fee requirements.
			Customer requirements	High	Customers / Chenbro	Short term	Increased operating costs due to energy-saving and carbon reduction management and higher renewable energy usage ratio	Understand customer decarbonization targets and supply chain requirements; implement ISO 14064-1 and ISO 50001; establish internal carbon reduction targets and renewable energy deployment.
			Energy-saving and carbon reduction technology development	Medium	Chenbro	Long term	Increased capital expenditures due to deployment of new technologies and equipment	Continuously monitor technology trends and evaluate adoption of new technologies or equipment to enhance energy-saving and carbon reduction efficiency in manufacturing.
		Physical Risk	Typhoon	Medium	Customers / Chenbro / Suppliers	Short term	Operational downtime or damage to facilities and equipment, resulting in increased operating costs and capital expenditures	Promote global localized manufacturing and enhance automation; implement business continuity plans to mitigate disruption risks caused by natural disasters.
			Flood	Low	Customers / Chenbro / Suppliers	Medium term	Operational downtime or damage to facilities and equipment, resulting in increased operating costs and capital expenditures	Promote global localized manufacturing and enhance automation; implement business continuity plans to mitigate disruption risks caused by natural disasters.

			Drought	Low	Customers / Chenbro / Suppliers	Medium term	Water shortage risk leading to increased operating costs	Implement water-saving equipment and rainwater harvesting systems to reduce water waste and improve water efficiency.
	Climate Opportunity	Green product design	High	Customers / Chenbro / Suppliers	Short term	Green products and circular economy initiatives can generate revenue growth	Develop green product design, use recycled materials, and promote circular economy to balance low-carbon opportunities and environmental impact.	
		Energy efficiency	High	Chenbro	Short term	Energy saving, solar power generation, and process improvement can reduce operating costs and expenses	Implement LCIM lean manufacturing to improve process yield and reduce waste. Promote energy-saving measures and self-generated solar power to enhance overall efficiency.	
		Green buildings	Medium	Chenbro	Short term	Green building design can reduce operating costs and expenses	Chiayi Plant and Malaysia new plant adopt green building design. The Malaysia new plant is constructed to meet Green Building Silver certification standards, supporting energy conservation and carbon reduction.	
3. Extreme weather events and transformation actions can have significant financial implications for businesses	The Company’s transition risks include regulatory and policy developments, customer-driven requirements, and the development of energy-saving and carbon reduction technologies. Enterprises are facing increasingly stringent decarbonization standards, which further increase transition risks and cost pressures. Physical risks mainly arise from extreme weather events, including typhoons or tropical storms causing disaster damage, heavy rainfall leading to flooding, and drought conditions resulting in water scarcity. The increasing frequency of extreme weather events raises business operational risks and uncertainty regarding disaster-related losses. At the same time, climate change also presents new opportunities for the Company in green product design, energy efficiency, and green building development. These opportunities provide key growth potential and help maintain long-term competitive advantages under global decarbonization trends. Chenbro has gradually integrated climate-related considerations into its business strategy. In the future, the Company plans to conduct scenario analysis to assess the potential impacts of different climate scenarios on operations and financial performance, as well as introduce internal carbon pricing to estimate the financial impact of climate change on the Company’s business. The Company aims to continuously strengthen risk management and low-carbon transformation, enhance organizational resilience, and ensure stable operations and long-term competitiveness under climate change trends.							

4. The integration of climate risk identification, assessment, and management processes into the overall risk management system involves several key steps.	To strengthen climate-related risk management, the Company has established corresponding response and mitigation measures for identified material climate risks. The results of risk management are regularly monitored and reviewed, and adjustments are made when necessary to ensure the continued effectiveness of risk control measures. Risk identification: Annual identification of climate-related risks and opportunities is conducted with reference to industry developments and regulatory requirements. Risk assessment: The impact and severity of each risk are evaluated, including short-, medium-, and long-term impacts, value chain implications, and financial impacts. Risk monitoring: Risks are monitored based on their likelihood of occurrence to control potential financial losses arising from climate-related risks. Risk management: Risk management outcomes are regularly tracked and reviewed to ensure that climate risk management progresses in alignment with business operations.
5. When conducting scenario analysis to assess resilience to climate change risks, the following elements should be considered.	Scenario analysis has not yet been adopted.
6. If there is a transformation plan to address climate-related risks, the plan may include the following contents.	Renewable energy deployment: Chenbro actively promotes the adoption of renewable energy to reduce the environmental impact of its operations and improve energy efficiency. Based on the conditions of each operating site, the Company gradually evaluates and installs solar power systems. Through self-generated and self-consumed green electricity, the Company increases the share of renewable energy use, reduces dependence on conventional fossil fuels, and lowers greenhouse gas emissions.
7. If internal carbon pricing is used as a planning tool, it's essential to clarify the basis for pricing. The pricing foundation typically involves the following elements.	Internal carbon pricing has not yet been implemented.
8. If climate-related goals are established, it should be clarified which activities are covered, the scope of greenhouse gas emissions, the planning timeframe, progress achieved each year, etc. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these goals, the source and quantity of carbon offset credits or RECs exchanged should be explained.	Chenbro conducts its greenhouse gas inventory based on ISO 50001 Energy Management System and ISO 14064-1 Greenhouse Gas Inventory Management System, and with reference to the Greenhouse Gas Protocol (GHG Protocol). The Company sets 2024 as the Group's base year for carbon reduction. Scope 1 and Scope 2 carbon emission intensity (tonnes per NT\$ million revenue), as well as the renewable energy ratio (renewable electricity generation / total electricity consumption), are adopted as key management indicators. The Company aims to reduce carbon intensity to 0.5 by 2030 and increase the renewable energy share to 10% by 2030, serving as the basis for promoting energy conservation, carbon reduction, and energy efficiency improvements.
9. Greenhouse Gas Inventory and Verification Status, Reduction Targets, Strategies, and Specific Action Plans (also completed in 1-1 and 1-2).	As follows

2. Company greenhouse gas inventory and confirmation status in the last two years

(1) Greenhouse gas inventory information

Describe the emission volume (metric tons CO ₂ e), intensity (metric tons CO ₂ e/million yuan) and data coverage of greenhouse gases in the past two years.									
Greenhouse Gas Inventory for 2024									
Greenhouse gas emissions	Parent company + subsidiaries	Parent company		Subsidiaries					
		Headquarters	Chiayi Plant	CSH	DGP	CTW	USA Office	China Office	Germany Office
Scope 1 (tCO ₂ e)	1,305.358	30.628	356.353	283.747	605.300	16.908	7.139	0.047	5.237
Scope 2 (tCO ₂ e)	9,973.508	232.444	1,945.232	3,056.256	4,418.442	266.333	30.629	19.626	4.545
Total Greenhouse Gas Emissions (tCO ₂ e)	11,278.866	263.072	2,301.585	3,340.003	5,023.742	283.241	37.768	19.673	9.782
Assurance Agency	N/A	DNV Business Assurance						N/A	N/A
Emission Intensity (tCO ₂ e/ M TWD)	0.78	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Greenhouse Gas Inventory for 2025									
Greenhouse gas emissions	Parent company + subsidiaries	Parent company		Subsidiaries					
		Headquarters	Chiayi Plant	CSH	DGP	CTW	USA Office	China Office	Germany Office
Scope 1 (tCO ₂ e)	1,303.307	31.406	287.297	39.494	179.968	467.903	7.139	0.048	3.707
Scope 2 (tCO ₂ e)	10,613.922	232.393	2,176.306	216.179	4,295.637	4,792.075	36.203	19.037	4.020
Total Greenhouse Gas Emissions (tCO ₂ e)	11,917.229	263.799	2,463.603	255.673	4,475.605	5,259.978	43.342	19.085	7.727
Assurance Agency	N/A	DNV Business Assurance						N/A	N/A
Emission Intensity (tCO ₂ e/ M TWD)	0.54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note 1: Direct emissions (Scope 1, emissions directly from sources owned or controlled by the company), energy indirect emissions (Scope 2, emissions from purchased electricity, heat, or steam), and other indirect emissions (Scope 3, emissions from activities not owned or controlled by the company, but from other sources) should be reported.

Note 2: The scope of direct emissions and energy indirect emissions data should be reported according to the schedule specified in Article 10, Paragraph 2 of this standard, while information on other indirect emissions may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 published by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but data calculated based on revenue (in million New Taiwan Dollars) should be provided at least.

(2)Greenhouse Gas Assurance Information

The most recent two years' assurance status as of the date of the annual report printing are described, including the scope of assurance, assurance provider, assurance standards, and assurance opinion.

■ The 2024 and 2025 greenhouse gas inventories were both verified by DNV Business Assurance. The assurance was conducted in accordance with ISO 14066:2011, ISO 14065:2020, and ISO 14064-3:2019 standards. Chenbro Headquarters, Chiayi Plant, Qin Feng Plant, Qin Kun Plant, and Qian Sheng Plant participated in the third-party verification by DNV Business Assurance, and the ISO 14064-1 verification certificate is expected to be obtained in Q2 2026.

Note 1: Companies should adhere to the schedule specified in Article 10, Paragraph 2 of this standard. If complete greenhouse gas assurance opinions are not obtained by the date of the annual report printing, it should be noted as "Complete assurance information will be disclosed in the sustainability report." If the company does not compile a sustainability report, it should be noted as "Complete assurance information will be disclosed on the Public Information Observation System," and complete assurance information should be disclosed in the subsequent year's annual report.

Note 2: Assurance providers should comply with the relevant regulations of the Taiwan Stock Exchange Corporation and the Taipei Exchange Foundation regarding sustainability report assurance institutions.

3. Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

The company aims to mitigate greenhouse gas emissions and enhance sustainability efforts in response to the exacerbated impacts of climate change on the Earth's climate and environment.

Chenbro sets 2024 as the Group's carbon reduction baseline year. Key management indicators include energy intensity (total energy consumption / NT\$ million revenue), Scope 1 and Scope 2 carbon emission intensity (tonnes CO₂e / NT\$ million revenue), and the renewable energy ratio (renewable electricity generation / total electricity consumption).

To accelerate the achievement of carbon reduction targets, in addition to implementing energy-saving measures across all plants, the Company is also actively expanding its renewable energy deployment, including the installation of rooftop solar panels at overseas operating sites to increase the use of green electricity. The Company plans to achieve a reduction in energy intensity to 3.75 by 2030, reduce carbon emission intensity to 0.5 by 2030, and increase the renewable energy ratio to 10% by 2030, steadily advancing toward low-carbon transformation and sustainable development.

In 2025, energy intensity was 3.98, representing a significant decrease of 24.33% compared with 2024. Carbon emission intensity in 2025 was 0.54, a decrease of 30.77% compared with 2024's 0.78. The renewable energy usage ratio in 2025 was 5.16%. Due to damage to solar panels at the U.S. office, this represented a slight decrease from 5.2% in 2024 and did not meet the expected target. However, with the commissioning of solar power generation at the Malaysia plant in 2026, the Group's renewable energy usage ratio is expected to continue increasing.

Note 1: Companies should adhere to the schedule specified in Article 10, Paragraph 2 of this standard.

Note 2: The baseline year should be the year in which the greenhouse gas inventory is completed based on the consolidated financial reporting boundary. For example, in accordance with the provisions of Article 10, Paragraph 2 of this guideline, companies with a capital of over NT\$10 billion should complete the inventory for the consolidated financial report of the 2024 fiscal year by the end of 2025. Therefore, the baseline year is 2024. If the company has completed the inventory for the consolidated financial report in an earlier year, that earlier year may be used as the baseline year. Additionally, the data for the baseline year can be calculated as either a single year or an average of multiple years.

(VIII)The situation regarding the implementation of integrity management and the differences and reasons compared to the integrity management guidelines of listed companies

Evaluation item	Operation situation			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
I. Establishment of ethical corporate management policy and implementation measures				
(I) Does the company formulate an ethical corporate management policy approved by the board of directors, and clearly indicate the ethical corporate management policies and practices in regulations and external documents? Does the board of directors and the senior management actively implement their commitment to ethical corporate management?	V		(I) To ensure sound corporate development based on integrity, uprightness, and the integration of honesty, transparency, and accountability, the Company has established the “Ethical Corporate Management Best Practice Principles” and the “Integrity Management Code” on March 24, 2014. The Company has also built a strong corporate governance framework, risk control mechanisms, and a comprehensive internal control system to prevent dishonest behavior, thereby creating a sustainable business environment. The Company strictly implements its work rules and ethical standards. The relevant codes are available on the Company’s corporate governance section of the website.	No major differences.
(II) Has the company developed systematic practices for assessing integrity risks? Does the company perform regular analyses and assessments of business activities that are prone to higher risk of unethical conduct, and implement preventions against unethical conduct that include at least the measures mentioned in Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?	V		(II) The Company has established the Ethical Corporate Management Best Practice Principles and the Integrity Management Code, including related procedures, behavioral guidelines, disciplinary measures for violations, and grievance mechanisms. Relevant rules and codes of conduct are publicly announced and communicated to all employees, and integrity performance is also included as one of the key indicators in performance evaluations.	No major differences.
(III) Has the company established relevant policies that are duly enforced to prevent unethical conduct, provided implementation procedures, guidelines, consequences of violation, and complaint procedures, and periodically reviewed and revised such policies?	V		(III) 1. The Company has established the “Work Rules,” “Ethical Corporate Management Best Practice Principles,” and the “Chenbro Code of Conduct,” all of which explicitly stipulate that employees shall not use their authority to seek illegal benefits, accept hospitality or gifts, receive kickbacks, embezzle public funds, act in bad faith in handling duties, conceal or misrepresent matters, pursue improper gains, or exploit their position to receive gifts,	No major differences

Evaluation item	Operation situation			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			commissions, or other unlawful benefits, in order to prevent any dishonest conduct. 2. Employees may submit complaints through their respective supervisors, the head of internal audit, the head of the human resources department, the legal department, or the whistleblowing mailbox. The Company has also established multiple reporting channels, including physical suggestion boxes, an employee feedback platform, and hotlines for employees' use. External parties may communicate with management and the legal department through the whistleblowing mailbox on the Company's external website.	
II. Implementation of ethical corporate management				
(I) Does the company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties?	V		(I) Prior to establishing business relationships with suppliers, the Company conducts corporate credit evaluations to carefully assess their integrity records, ensuring compliance with the principles of integrity management. Supplier onboarding requires a mutually signed procurement agreement and related contracts, which explicitly include integrity clauses. In addition, annual audits are conducted to ensure suppliers comply with the Company's relevant requirements. Suppliers are required to sign the "Supplier Code of Conduct and Social Responsibility Commitment Letter," with a 100% signing rate achieved in 2025.	No major differences.
(II) Has the company established an exclusively (or concurrently) dedicated unit under the board of directors to implement ethical corporate management, and report to the board of directors on a regular basis (at least once per year) on the implementation of ethical corporate management policies as well as preventive measures against unethical conduct and on the supervision of the implementation ?	V		(II) 1. The implementation of the Company's integrity management is promoted and executed by the Global Human Resources Department, Global Finance Department, and Legal/Intellectual Property units, with execution status reported to the Board of Directors by the Global Finance Department. 2. Implementation status of integrity management in 2025:	No major differences

Evaluation item	Operation situation			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
(III) Does the company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?	V		A. Training All new employees are required to receive integrity management orientation on their first day of employment. Annual integrity training programs are also conducted to enhance employees' awareness of ethical conduct. B. Promotion of the Chenbro Code of Conduct Upon onboarding, all employees are required to sign the "Chenbro Group Code of Conduct Commitment Statement." The Code is also communicated annually, and employees must re-read and re-sign it to prevent any violations of integrity principles. C. Regular Audits The Company conducts annual self-assessments of internal controls. The Internal Audit function performs audits across different operational cycles in accordance with the annual audit plan. Independent internal audits are conducted to ensure effective control and implementation, and to jointly manage and prevent unethical behavior. No corruption or anti-competitive conduct occurred in 2025. In addition, all directors and senior executives have signed the Integrity Management Statement with a 100% completion rate. 3. The implementation status of integrity management for 2024 was reported to the Board of Directors on January 13, 2026. (III) 1. The Company has established the "Employee Code of Conduct," "Rules of Procedure for Board Meetings," and the "Corporate Governance Best Practice Principles," which clearly define principles and mechanisms for preventing conflicts of interest. 2. The Company has established multiple complaint and reporting channels. Employees may report	No major differences

Evaluation item	Operation situation			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
(IV) Has the company established an effective accounting system and internal control system? And does the internal audit unit draw up relevant audit plans based on the results of the risk assessment of unethical conduct, and audit compliance with the plans for preventing unethical conduct, or entrust CPAs to perform the audit?	V		through their supervisors, the internal audit supervisor, the human resources department supervisor, the legal department supervisor, the whistleblowing mailbox, and the “Voice of the Company – Employee Feedback Platform.” External stakeholders may also communicate with management and the legal department through the whistleblowing mailbox on the Company’s official website. (IV) The Company has established a comprehensive accounting system and internal control system and continues to enhance them to ensure the accuracy and completeness of financial reporting processes and related controls. The Company also engages independent auditors to perform regular audits. The internal audit function, based on the results of risk assessments regarding unethical conduct, adopts a risk-based approach to formulate the annual audit plan. Audits are conducted across various operational cycles, including payroll, procurement and accounts payable, sales and accounts receivable, as well as regulatory compliance matters, in order to strengthen the implementation of integrity management policies and preventive mechanisms. Audit results are regularly reported to the Audit Committee and the Board of Directors, and follow-up actions are tracked to ensure timely improvements. In addition, the Company has established the Ethical Corporate Management Best Practice Principles and the Employee Code of Conduct, which clearly prohibit any unethical behavior. Through institutionalized management and continuous review, the Company ensures the effective operation of the overall internal control system and the sound development of corporate governance.	No major differences

Evaluation item	Operation situation			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
(V) Does the company regularly hold internal and external educational training on ethical corporate management?	V		(V) All new employees are required to receive integrity management orientation on their first day of employment. In addition, the Company conducts annual integrity management training programs to enhance employees' awareness of ethical business conduct. In 2025, the Company organized courses such as "Ethical Corporate Management and Human Rights Training." A total of 3,327 training attendances were recorded, with 9,981 training hours in total.	No major differences.
III. Grievance system (I) Does the company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to handle accused parties?	V		(I) The Company places strong emphasis on establishing a corporate culture of integrity and transparency and promoting sound operations. To prevent misconduct that may cause losses to the Company, including passing off inferior products as high-quality goods, counterfeiting, corruption, bribery, embezzlement, theft of company assets, and leakage of confidential information, employees who discover any illegal, unethical, or dishonest conduct, or any suspected violations, have the responsibility and obligation to report such matters to management or through designated communication channels. The Employee Code of Conduct clearly stipulates that violations shall be subject to disciplinary actions or dismissal depending on severity. The Company has also established the "Whistleblower Reporting Channel and Protection Procedure." Internal reporting channels include department supervisors, the Human Resources Department, Legal Department, and Internal Audit Department, with the Human Resources Department serving as the responsible executing unit. A dedicated reporting mechanism is in place for employees to report violations they identify. If a report is verified after investigation and meets the criteria for rewards under	No major differences.

Evaluation item	Operation situation			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
(II) Does the company establish standard operating procedures for investigating the complaints received and ensuring such complaints are handled in a confidential manner?	V		the Employee Work Rules, the whistleblower may also be granted an incentive. (II) 1. When employee reports are received by internal department supervisors, the Human Resources Department, or the Internal Audit Department, the Human Resources Department shall be responsible for conducting the investigation. Complaint cases are handled in a confidential and non-public manner. Personnel involved in the acceptance, investigation, or handling of such cases must strictly adhere to confidentiality obligations and shall not disclose the complainant's name, any identifying information, or the case details. Any violation may result in termination of involvement, disciplinary action, accountability, and removal from appointment or engagement, depending on the severity. 2. The Company has established the "Whistleblower Reporting Channel and Protection Procedure" in its Employee Code of Conduct. During investigations, the Human Resources Department follows strict confidentiality and non-disclosure principles, interviews all relevant personnel, and endeavors to collect comprehensive factual evidence to ensure fairness, impartiality, and confidentiality. 3. Form of complaint: To facilitate efficient case handling and investigation, reports should be submitted in a written and named form, including the real names, titles, and identities of both the whistleblower and the reported party, as well as details of the allegation, time and place of occurrence, and supporting evidence for verification. If a complaint is made verbally, the receiving personnel or unit shall prepare a written record, read it back to or allow the complainant to review it, and obtain the complainant's signature or seal upon confirmation of accuracy. Reports that are	No major differences.

Evaluation item	Operation situation			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
(III) Does the company provide protection to whistleblowers against receiving improper treatment?	V		anonymous, use false identities, lack specific content, involve malicious accusations, or are not related to legal violations may not be accepted. (III) 1. The Company maintains strict confidentiality regarding both whistleblowers and reported matters, and all investigations are conducted on a non-public basis. Where a report is verified to be substantiated, the Company will protect the whistleblower and ensure that no adverse action is taken against them as a result of the report. The Company has established the “Whistleblower Protection Policy” and the “Whistleblowing Channels and Complaint Procedures” to safeguard whistleblowers from retaliation and to ensure their personal safety, property, employment rights, and economic interests. 2. Whistleblowing channels: To protect the confidentiality of whistleblowers’ personal information, the Company has established dedicated email accounts for handling specific cases, as well as the “Chenbro Voice – Employee Feedback Platform” for submitting complaints. Employees of subsidiaries may report through their respective company’s reporting channels. If no dedicated channel is available, the following reporting channels may be used: ● Email: chenbrolegal@chenbro.com(This mailbox is accessible only by the Legal Department and is designated for handling external complaints from suppliers, customers, and other external parties.) ● HR dedicated email: wsb@chenbro.com(This mailbox is accessible only by the Human Resources Department and is designated for handling internal cases,	No major differences.

Evaluation item	Operation situation			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Summary	
			including sexual harassment and discrimination complaints.) ● The Company also provides the “Chenbro Voice” channel, through which employees may submit reports anonymously.	
IV. Enhancing information disclosure (I) Does the company disclose its ethical corporate management policies and the results of its implementation on the company’s website and MOPS?	V		The Company has disclosed its Ethical Corporate Management Best Practice Principles on the Market Observation Post System (MOPS) and the Company’s website, where relevant information can also be found in the annual report.	No major differences.
V. If the company has established its own ethical corporate management principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe the implementation and any deviations from the Principles: The Company established its Code of Ethical Conduct and Ethical Corporate Management Best Practice Principles on March 24, 2014. The implementation is consistent with the prescribed principles, and there are no discrepancies.				
VI. Other important information to facilitate better understanding of the company's ethical corporate management (e.g., review of and amendments to ethical corporate management policies) The Company established its Ethical Corporate Management Best Practice Principles on March 24, 2014, and subsequently amended them on May 12, 2020.				

(IX) Other important information that may facilitate a better understanding of the Company's corporate governance practices of corporate governance operations

1. Employee Rights and Care

The Company regards employees as its most important assets and provides challenging and developmental job opportunities, a safe working environment, and competitive compensation and benefits. In addition, employees are encouraged to engage in exercise, develop diverse interests, invest in family life, and participate in public welfare activities, thereby maintaining physical and mental well-being. The Company upholds a people-oriented management philosophy and the principle of shared prosperity between labor and management, and implements a human resources system that emphasizes motivation (clear rewards and appropriate job placement), growth (comprehensive training resources and opportunities), and achievement (opportunities to demonstrate professional competencies and well-structured career development).

■ **Non-Discrimination Practices**

- (1) Employment of persons with disabilities: The Company provides employment opportunities without quota restrictions and assigns suitable positions based on individual expertise. A total of six employees with disabilities are currently employed.
- (2) Equal management system: All employees are subject to the same management system regardless of gender, race, age, origin, or religion. For example, equal pay is provided for equal work regardless of gender. The Company encourages diverse learning and development and provides equal opportunities for advancement through a well-established and continuous training and promotion system based on job functions, cultivating both managerial and professional capabilities. The Company has been recognized for promoting a gender-friendly workplace and received the "Taiwan Corporate Sustainability Award – Gender Equality Leadership Award" in 2023.
- (3) Employment of fresh graduates: The Company provides job opportunities for new graduates and has established comprehensive training programs, including professional training, factory internships, and soft skills development.

■ **Human Resource Development**

- (1) Talent acquisition: The success and growth of the Company rely on like-minded employees working together toward shared goals. To strengthen sustainable development, the Company actively recruits outstanding talent from various levels and countries through fair and transparent processes, placing individuals in suitable positions. The Company also actively recruits fresh graduates and provides diverse learning opportunities, such as project-based learning, competency development, and factory internships, enabling them to quickly adapt and excel in the workplace.
- (2) Industry-academia collaboration: The Company strengthens partnerships with local educational institutions to bridge the gap between theory and practice. Activities include robotics training camps, allowing students from institutions such as National Chung Cheng University, National Chiayi University, National Yunlin University of Science and Technology, National Formosa University, and Lunghwa University of Science and Technology to gain hands-on experience. The Company has also collaborated with National Kaohsiung University of Science and Technology to establish a "Mold Development and Technology R&D Laboratory," advancing mold design from 2D to 3D and from manual to automated processes. Additionally, the Company supports university-industry visits organized by public agencies to help students explore career paths. In 2024, through industry-academia collaboration programs, the Company successfully recruited interns and cultivated young talent.
- (3) SOJT (Structured On-the-Job Training): The Company implements structured training alongside quality control circle (QCC) activities in factories, enhancing on-the-job training and quality awareness across manufacturing, quality assurance, and administrative functions, thereby improving overall production efficiency.
- (4) Training centers: Dedicated training centers are established in factories where professional instructors provide hands-on skills training (e.g., riveting, fastening, labeling). Trainees must pass assessments conducted by quality assurance personnel before being assigned to production lines.
- (5) Skills competitions: The Company regularly organizes skills competitions, including labeling, riveting, fastening, screw tightening, dimensional measurement, defect inspection, and multi-skill tasks, encouraging employees to enhance their capabilities. In 2025, a total of 578 participants joined competitions held at the Chiayi and Qiansheng plants.

- (6) Chenbro Academy: Employee development is closely linked to corporate growth. The Company offers diverse training programs, including pre-employment training, professional skills, core competencies, and management training aligned with corporate strategy. Internal instructors are cultivated to pass on key knowledge and skills. In 2025, total training hours reached approximately 64,811 hours, with an average of 34.86 hours per employee.
- (7) Diverse talent development: To foster diverse talent, the Company encourages job rotation and overseas assignments to broaden experience. Overseas accommodations are provided, and employees are encouraged to relocate with their families. The Company also supports various employee clubs with an annual budget of NT\$1 million. The Company has received multiple recognitions, including the “Sports Enterprise Certification” (2018, 2020, 2023) and the “CHR Health Corporate Citizenship Award.”
- (8) Compensation and benefits: The Company offers highly competitive compensation packages, including project bonuses, performance bonuses, competition incentives, year-end bonuses, employee profit sharing, and restricted stock awards to motivate employees.
- (9) Employee communication: The Company values talent development and retention and maintains open, two-way communication through various channels, including monthly meetings, luncheons, labor-management meetings, regular meetings, and satisfaction surveys. An employee feedback platform, “Chenbro Voice,” is also established. Exit interviews are conducted to understand reasons for resignation and explore retention opportunities.
- (10) Succession planning: The Company has established succession plans for key management positions by selecting high-potential leaders and developing them through mentorship and consulting programs. Training includes strategic thinking, planning, organization, coaching, and leadership development. Mid- and senior-level managers undergo cross-functional rotations to cultivate well-rounded management capabilities. In 2025, the Company was recognized among Taiwan’s Top 100 MVP Managers.

2. Investor Relations

The Company has designated a spokesperson, deputy spokesperson, and dedicated investor relations contact to communicate with external stakeholders. Investors may contact the Company via telephone or email (Tel: +886-2-82265500; Email: ir@chenbro.com).

The Company regularly discloses key financial and operational information and is committed to enhancing transparency through quarterly investor conferences, domestic and international roadshows, timely disclosure of material information in both Chinese and English, and maintenance of bilingual corporate websites. In 2025, the Company held 14 investor conferences, with three sessions accompanied by video disclosures to further strengthen investor engagement.

3. Supplier Relations

The Company regards suppliers as long-term partners and strives to build a sustainable and inclusive value chain. Continuous improvements are pursued in quality, technology, environmental protection, and human rights. The Company promotes Responsible Business Alliance (RBA) standards and integrates ESG (Environmental, Social, Governance) principles into supplier management, ensuring compliance with laws and regulations, safe working conditions, respect for employees, and environmental protection.

All suppliers are required to sign confidentiality agreements and comply with procurement requirements. The Company has established a “Supplier Code of Conduct,” which prohibits unfair labor practices and ensures compliance with legal working age requirements. The Company also references international standards such as the UN Guiding Principles on Business and Human Rights and ILO conventions.

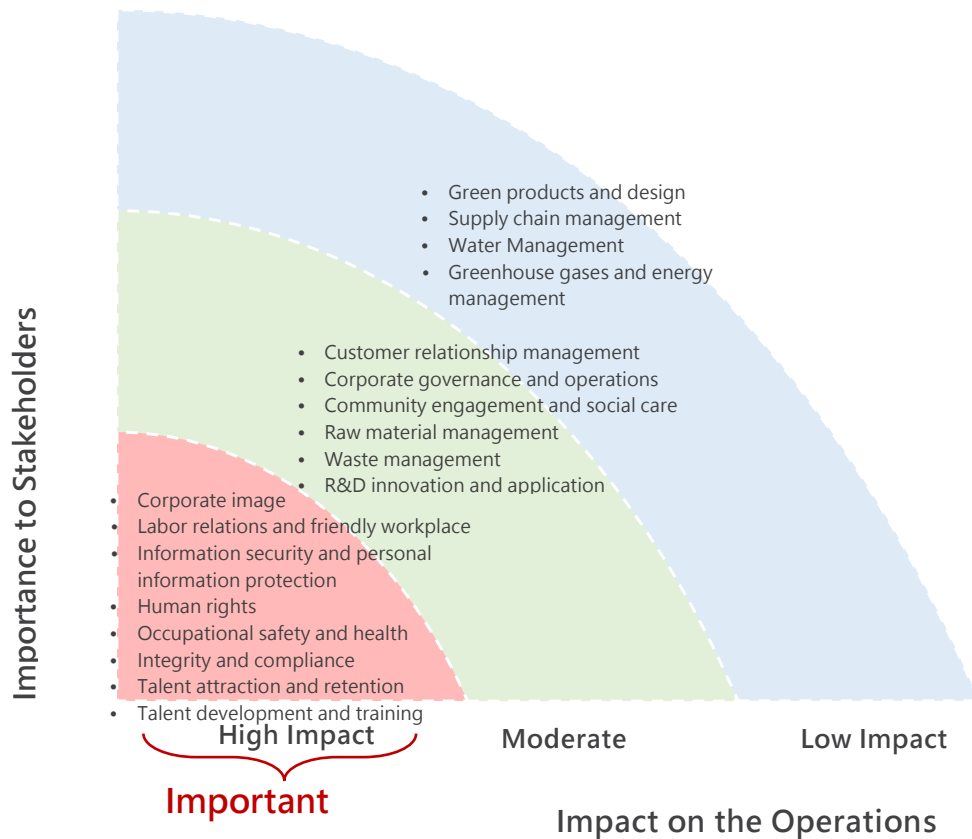
Going forward, suppliers will be required to extend the same standards to their own supply chains. Safety and health requirements are incorporated into contractor agreements, and risk assessments are conducted for working environments and equipment. Regular inspections and audits are implemented to ensure workplace safety and strengthen the sustainability of the supply chain.

4. Stakeholder Rights

The Company’s Sustainability Development Committee serves as the platform for identifying key stakeholders and material issues. In accordance with the GRI Standards, the Company conducts materiality analysis through identification, prioritization, and validation, ensuring effective communication and transparency with stakeholders.

Based on GRI and AA1000 Stakeholder Engagement Standards (AA1000 SES), stakeholders are identified using five dimensions: dependency, responsibility, tension, influence, and diverse perspectives. Key stakeholders include employees, customers, suppliers, investors, communities, media, and government agencies.

Materiality analysis is conducted through surveys and internal assessments, evaluating the potential economic, environmental, and social impacts both internally and externally. The results are summarized into a materiality matrix to guide sustainability reporting and strategic planning.



Stakeholder	Key Topics of Concern	Communication Channels and Response Methods
Investors	Corporate governance and operations, corporate image, supply chain management, risk management, R&D innovation and application development, integrity and regulatory compliance, data security and personal data protection, human rights and anti-child labor	• Dedicated investor relations personnel • Contact: ir@chenbro.com • Annual shareholders' meeting to present company performance and future direction • Quarterly investor conferences to disclose financial results and operational updates; participation in domestic and international roadshows as needed • Timely disclosure of material information via the stock exchange's Market Observation Post System (MOPS) and company website • Dedicated email and telephone contact channels
Employees	Corporate governance and operations, corporate image, risk management, R&D innovation and application development, product quality and safety, waste management, talent development and training, integrity and regulatory compliance, data security and personal data protection, human rights and anti-child labor, occupational	• Contact: wsb@chenbro.com • "Work Rules" available on internal website, including occupational injury compensation and insurance information • Regular and ad hoc communication meetings between management and employees • Internal newsletters for information sharing • Regular internal training and support for external training and on-the-job training

	health and safety, talent attraction and retention, labor relations and friendly workplace	• Annual free health check-ups and consultation services • Employee Welfare Committee
Customers	Corporate image, supply chain management, risk management, customer relationship management, R&D innovation and application development, product quality and safety, integrity and regulatory compliance, data security and personal data protection, human rights and anti-child labor, corporate governance and operations, green product design	• Contact: info@chenbro.com • Dedicated teams serving different sales channels and regions • Subsidiaries in the U.S., Europe, Shanghai, and Beijing for localized services • QBR (Quarterly Business Review) • Participation in technical forums and international exhibitions • Collaboration with customers on product, environmental, and responsibility requirements, including audits and continuous improvement
Suppliers	Corporate image, raw material management, water resource management, supply chain management, risk management, product quality and safety, integrity and regulatory compliance, data security and personal data protection, human rights and anti-child labor, green product design	• Contact: scm@chenbro.com • Annual audits for suppliers and contractors • Implementation of “Green Policy,” “Environmental Policy,” and “ELCC Policy” to ensure compliance with international regulations, government directives, and customer requirements
Communities	Community engagement and social care, water resource management, risk management, product quality and safety, waste management, greenhouse gas and energy management, integrity and regulatory compliance, data security and personal data protection, human rights and anti-child labor	• Dedicated CSR personnel • Contact: csr@chenbro.com (Chairman’s Office) • Refer to Annual Report (pp. 79–82) and CSR section on company website • Whistleblowing channels with protection mechanisms and independent handling units Email: chenbrolegal@chenbro.com HR email: wsb@chenbro.com
Media	Community engagement and social care, corporate image, integrity and regulatory compliance, corporate governance and operations	• Dedicated contact unit with hotline and email
Government Agencies	Community engagement and social care, corporate image, water resource management, risk management, greenhouse gas and energy management, integrity and regulatory compliance, human rights and anti-child labor, occupational health and safety, labor relations and friendly workplace	• Dedicated contact unit with hotline and email • Participation in regular corporate governance evaluations

5. Directors' continuing education

All directors of the Company undertake continuing education in accordance with the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies.” Details of their training are as follows:

Directors' Continuing Education (Year 2025)

Title	Name	Training Date	Organizer	Course Title	Training Hours	Total Training Hours (Year)
Chairperson	Mei-chi Chen	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6	6
Director	Chung-pao Wu	2025/3/25	Taiwan Institute for Sustainable Energy – Taiwan Corporate Sustainability Training Center	International Trends and Climate & Nature Risk Management	2	8
		2025/7/10	Chinese Corporate Governance Association	Risk Management – Nature Risk Analysis and Circular Economy	3	
		2025/10/29	Chinese Corporate Governance Association	Trump 2.0 – Global Economic and Industry Outlook	3	
Director	Tsun-yen Lee	2025/7/31	Taiwan Stock Exchange	2025 Capital Market Development Summit	3	6
		2025/10/3	Taiwan Academy of Banking and Finance	Corporate Governance Forum	3	
Director	Te-feng Wu	2025/11/11	Chinese Corporate Governance Association	AI Applications, Legal Issues, and Auditing	3	9
		2025/11/14	Chinese Corporate Governance Association	Digital Finance Revolution: Stablecoins and Blockchain Asset Trends	3	
		2025/12/5	Chinese Corporate Governance Association	Legal Liabilities of Misleading Sustainability Disclosure (Greenwashing)	3	
Director	Yu-ling Tsai	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6	15
		2025/6/13	Taiwan Investor Relations Institute	Leading Strategies in AI Transformation	3	
		2025/9/26	Chinese Corporate Governance Association	Global Economic Outlook and Impacts of Trump Policies	3	
		2025/9/26	Chinese Corporate Governance Association	Cybersecurity Governance under Geopolitical Risks	3	
Independent Director	Wei-Shun Cheng	2025/3/13	Taiwan Institute of Directors	Policy Outlook under Trump's Return to the White House	3	12
		2025/4/11	Taiwan Institute of Directors	Corporate Governance Upgrade: Building Talent Competitiveness	3	
		2025/7/9	Taiwan Stock	2025 Cathay Sustainable	6	

			Exchange	Finance and Climate Change Summit		
Independent Director	Chung-hsing Huang	2025/5/12	Chinese Corporate Governance Association	M&A Practical Workshop	3	6
		2025/5/12	Chinese Corporate Governance Association	International Tax Integration under Fragmented Global Landscape	3	
Independent Director	Pei-Fang Tsai	2025/3/26	Chinese Corporate Governance Association	Creating a New Era of Sustainability Seminar	2	11
		2025/5/20	Chinese Corporate Governance Association	Practical Analysis of Sustainability Report Assurance	3	
		2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6	
Independent Director	Wen-Cheng Liu	2025/3/26	Chinese Corporate Governance Association	Creating a New Era of Sustainability Seminar	2	11
		2025/4/23	Chinese Corporate Governance Association	Management Accounting and ESG Innovation	1	
		2025/5/21	Chinese Corporate Governance Association	Enhancing Board and Committee Performance Evaluation	2	
		2025/9/3	Chinese Corporate Governance Association	21st (2025) International Corporate Governance Summit – Board Roles in Strategy under Global Disruptions	6	

6. Implementation Status of Risk Management Policies and Risk Assessment Standards

(1) Risk Management Policy

By leveraging professional techniques and concepts in domestic and international risk assessment, the Company actively implements risk prevention and loss control. Through an effective risk management system and comprehensive employee training, the Company continually improves its practices with the ultimate goal of achieving zero risk.

(2) Organizational Structure for Risk Management

The Board of Directors serves as the highest authority for risk management and authorizes the CEO (or the General Manager if a CEO is not appointed) to make risk management decisions. The responsibilities of each unit are as follows:

- a. Board of Directors: The highest authority for risk management in the company. It sets the overall operational strategy and management environment, aiming to comply with laws and regulations and promote and implement comprehensive risk management within the company. It clearly understands the risks faced by operations, ensures the effectiveness of risk management, and bears the ultimate responsibility for risk management.
- b. Audit Department: An independent department subordinate to the Board of Directors. It conducts regular audits of various units' implementation based on the company's internal control and audit plan. It prepares audit reports based on audit results and submits them to the Board of Directors for review and tracking.
- c. Chief Executive Officer: Coordinates risk management decisions.
- d. Management Level: The managers of each department in the company bear the responsibility for risk management. They are responsible for analyzing and monitoring the relevant risks within their respective units to ensure that risk control mechanisms and procedures are effectively implemented.

Risk management organizational table

Important Risk Assessment Item	Immediate Unit of Risk Control (the Unit in Charge)	Risk Review and Control	The Board of Directors and the Audit Office
	(1st-line mechanism)	(2nd-line mechanism)	(3rd-line mechanism)
Major unexpected disasters (e.g., cross-border impacts from U.S. tariffs and China–U.S. trade tensions, financial crises, transportation disruptions, natural disasters, international conflicts, global pandemics such as COVID-19)	CEO & President establishes Emergency Response Team	Crisis Review Committee Members: CEO & President, Chairman	Board of Directors: Decision-making and ultimate oversight of risk management Internal Audit: Risk inspection, evaluation, supervision, improvement, tracking, and reporting
- Interest rate, exchange rate, and financial risks - High-risk/high-leverage investments, lending of funds, and derivatives trading	Global Finance Division	Financial Investment Review Committee Members: Global Finance Division, CEO & President, Chairman	
R&D projects	Global R&D Division and Product Development Division	R&D Review Committee Members: Global R&D Division and Product Development Division, CEO & President, Chairman	
- Changes in policies and regulations - Litigation and non-litigation matters - Contract drafting and review - Review of patents, trademarks, and other intellectual property rights	Legal & Intellectual Property Division	Legal Review Committee Members: CEO & President, Chairman	
- Technology and industry trend analysis - Changes in products and corporate image	Global R&D Division, Product Development Division, Global Sales Division, Global Program Management Office	Product Review Committee Members: Global R&D Division and Product Development Division, Global Sales Division, Global Program Management Office, CEO & President, Chairman	
- Production and sales coordination - Plant expansion or production capacity increase - Concentration of procurement or sales	Taiwan Manufacturing Division, China Manufacturing Division, Global Business Operations Division, Global Sales Division, Global Supply Chain Management Division	Production & Sales Review Committee Members: Taiwan Manufacturing Division, China Manufacturing Division, Global Business Operations Division, Global Sales Division, Global Supply Chain Management Division,	

Important Risk Assessment Item	Immediate Unit of Risk Control (the Unit in Charge)	Risk Review and Control	The Board of Directors and the Audit Office
	(1st-line mechanism)	(2nd-line mechanism)	(3rd-line mechanism)
		CEO & President, Chairman	
- Changes in shareholdings of directors and major shareholders - Changes in control	Global Finance Division	Corporate Management Review Committee Members: Global Finance Division, CEO & President, Chairman	
Information security risks	Global IT Division	Information Security Review Committee Members: Global IT Division, CEO & President, Chairman	

7. Implementation of customer policy

Chenbro places great emphasis on building strong and mutually beneficial partnerships with customers. In response to the highly customized and rapidly evolving server market demand, the Company provides technical services to assist customers in developing high-quality and competitive products. Chenbro establishes dedicated service teams centered on key account management, focusing on flexible customer requirements and addressing high-priority customer concerns. These include providing professional Design for Manufacturability (DFM) support, continuous enhancement of advanced technologies, rapid prototyping and mass production delivery, industry-leading quality standards, and optimized tooling development lead time. Through these efforts, Chenbro continues to strengthen close collaborative relationships and position itself as the customers' preferred partner.

At the same time, the Company conducts regular customer visits and interviews to share industry trends, understand customer pain points, and continuously propose innovative solutions. By consistently optimizing internal processes, Chenbro aims to meet customers' high-efficiency requirements and key performance indicators, thereby enhancing their competitiveness in the server industry.

Chenbro further deepens customer relationship management through a structured and systemized approach. The Company utilizes "Selling Logics" as an important tool for sales and customer management. By connecting the commercial value chain and gaining a deeper understanding of customer pain points and needs, Chenbro identifies service opportunities that can be transformed into collaborative business opportunities. Leveraging its professional capabilities, the Company delivers tailored solutions to meet customer needs, strengthens customers' willingness to deepen cooperation, and ultimately develops into strategic partnerships, achieving a win-win outcome.

8. Purchases liability insurance for directors and supervisors

Party insured	Insurance company	Insured amount (NTD)	Policy period	Date of submission to the board of directors
All directors	Fubon Insurance Co., Ltd.	320,200,000	From: September 7, 2024 To: September 7, 2025	November 7, 2024
All directors	Fubon Insurance Co., Ltd.	305,000,000	From: September 7, 2025 To: September 7, 2026	November 6, 2025

9. Managers' continuing education and training in corporate governance:

Position	Name	Date of Class	Organizer	Class Title	Number of Hours	Total Number of Hours
Global Finance Division Assistant Vice President of Accounting and Corporate Governance Director	Shu-Chen Yu	2025/07/24	Securities and Futures Institute (Taiwan)	Corporate Green Electricity Procurement Strategies and the Impact of Carbon Pricing on Financial Statements	6	26.5
		2025/08/12		Taiwan Sustainability Policy	6	
		2025/09/26		2025 Insider Trading Prevention Seminar	3	
		2025/10/22	Taiwan Project Management Association	Practical Data Analysis: Scientific Foundations for Executive Decision-Making	3	
		2025/12/15	Taiwan Institute of Directors	Toward 2026: Steering Asia and Building a Forward-Looking Corporate Blueprint	3	
		2025/12/12	Chinese Corporate Governance Association	Practical Operations of Board Functional Committees	2.5	
		2025/12/29	Global Blockchain Accounting Federation	Legal Risks and Practical Applications of AI-Generated Content in Practice	3	

10. Strengthening Internal Audit and Self-Assessment

The Company has established a comprehensive internal control system and internal control self-assessment procedures. All departments are required to exercise due management and execution responsibilities. Through the self-assessment process, each department and subsidiary is required to evaluate the feasibility and effectiveness of the internal control system, which is further reviewed by the internal audit unit.

The internal audit personnel conduct audits in accordance with the annual audit plan approved by the Board of Directors and prepare audit reports, which are regularly submitted to the Audit Committee and the Board of Directors. In addition, in response to changes in the business environment and operational procedures, the internal control system is revised when necessary to ensure the effectiveness and efficiency of operations, the reliability of financial and non-financial reporting, and compliance with applicable laws and regulations.

11. Procedures for Handling Material Inside Information

The Company adopted the "Procedures for Handling Material Inside Information" on December 29, 2009, as approved by the Board of Directors, and implements the following measures:

- (1) Regular communication with Directors and Managers
The latest version of the Procedures is provided monthly to directors and managers to ensure they are familiar with relevant regulations.
- (2) Onboarding training for new managers
Newly appointed managers are provided with the Procedures upon appointment and receive dedicated briefing and training to ensure immediate understanding of relevant requirements and responsibilities.
- (3) Regular thematic briefings and insider trading education
In addition to routine policy communication, managers are regularly briefed on insider trading-related information published by the Taiwan Stock Exchange to enhance compliance awareness and disclosure obligations
- (4) Company-wide training and awareness

All employees receive education and training on the Procedures to establish a consistent company-wide culture of material information management and to strengthen internal control effectiveness and governance transparency.

12. Corporate Social Responsibility Practices

(1) Environmental Sustainability

A. Continuous support for green transformation

Since 2018, the Company has supported environmentally friendly agriculture initiatives in collaboration with partner enterprises, including the “Green Farmers” platform in Pingtung. The Company continues to procure sustainable agricultural products such as cage-free eggs (delivered monthly since 2024), organic fruits, and processed agricultural products. These products are not only distributed to employees but also used as gifts for customers, suppliers, and partners during holidays and corporate events.

B. “Seeing Taiwan” Photography Corridor

The Company supports the Chih-Pei Lin Foundation and has collected large-scale environmental photography works by director Chi Po-lin. A “Seeing Taiwan” photography corridor has been established at the Shulin facility to promote environmental awareness among employees and visitors and to showcase Taiwan’s natural beauty.

(2) Social Engagement

A. Education empowerment in hometown communities – “229 schools; 663 volunteers; 5,304 service hours”

Since 2013, the Company has collaborated with related foundations to promote education in Yunlin County, introducing arts, technology, music, and environmental education to rural schools. As of 2025, 229 school participations have been recorded. The program continues to broaden students’ perspectives through environmental education and AI learning initiatives.

Environmental Taiwan – Campus Environmental Education Program (Since 2021)

In cooperation with the Chih-Pei Lin Foundation and related partners, the program promotes environmental education through exhibitions covering oceans, rivers, forests, cities, and rural areas. It includes school tours, environmental mapping competitions, and field visits to environmental sites, with employee volunteers guiding students to deepen environmental awareness.

AI Dreamers – Campus Technology Education Program (Launched 2025)

This initiative promotes AI education in elementary schools in Yunlin County to cultivate future talent. The program includes exhibitions on five future technology themes, digital learning materials, science workshops, and field visits to technology sites, helping students develop problem-solving skills, creativity, and cross-disciplinary competencies.

B. Education transformation initiatives

● Long-term partner of Public Welfare Platform Foundation

Since 2013, the Company has supported initiatives focusing on indigenous youth development and rural revitalization in eastern Taiwan, including education and entrepreneurship programs in Hualien and Taitung.

● Support for “MAPS Teaching Method” education reform

Since 2021, the Company has supported the MAPS Education Foundation to promote student-centered learning approaches that emphasize self-learning, thinking, discussion, expression, and integration.

- **Donation to National Chengchi University “Si-Wei Hall Renovation Project”**

The project aims to restore and upgrade the historic Si-Wei Hall to improve safety and usability while preserving its cultural significance.

- **Support for Yunlin University of Science and Technology AI Competition**

The Company sponsors national AI innovation competitions and talent development programs, promoting collaboration between academia and industry through a “corporate challenge – student solution” model.

C. Arts and Culture Development

- **Chenbro 2025 Arts Festival – “The Tempest”**

Chenbro has long been committed to cultural sustainability and has partnered with Contemporary Legend Theatre for ten consecutive years. Following the title sponsorship of Julius Caesar last year, which achieved strong box office performance, the Company once again supported the revival of the classic production The Tempest. The production is a cross-disciplinary collaboration featuring renowned artists Hark Tsui, Wu Hsing-kuo, and Yip Kam-tim, integrating young actors and dancers to seamlessly blend traditional Peking Opera with contemporary artistic expression. Through long-term sponsorship, Chenbro continues to support artists in overcoming challenges while promoting cultural inheritance and innovation.

- **Sponsorship of the Jiang Hsien-Yi Art Park Development**

Artist Jiang Hsien-Yi aspires to preserve his lifelong artworks and studio in Taitung and make them permanently open to the public. With the support of the Public Welfare Platform Foundation and its chairman, Steven Yen, the Jiang Hsien-Yi Art and Culture Foundation was established to promote the development of the art park. Chairwoman Maggi Chen has been invited to serve as a board member of the foundation. The establishment of the art park will enrich the cultural landscape of Hualien and Taitung and bring long-term benefits to regional cultural and tourism development. The Company has accumulated sponsorship of NT\$33 million for construction, supporting the conversion of the former studio into a second exhibition space.

The project includes five planned buildings and will be open to artists and writers worldwide, allowing them to experience the natural landscape of Taitung and create inspiring works that bring comfort and meaning to society.

- **Sponsorship of Taiwan Connection Classical Music Program**

Taiwan Connection, co-founded by Steven Yen and violinist Hu Nai-yuan, invites outstanding international and Taiwanese musicians to participate in an annual concert tour across Taiwan, bringing classical music to both urban and rural communities. Following the invitation of TC musicians to perform at Chenbro headquarters in 2023, the TC Orchestra was invited in 2025 to perform at the Company’s Chiayi facility, with participation from local enterprises, communities, partners, and employees.

This initiative not only introduces classical music into the industrial environment and enhances cultural experience, but also expands audience engagement and strengthens cultural exchange for future performances.

- **Sponsorship of Ming Hwa Yuan Taiwanese Opera Promotion**

The Company sponsored Ming Hwa Yuan and invited artist Sun Tsui-feng to deliver a keynote sharing session at the Taipei headquarters. Through live demonstrations and storytelling, employees gained a deeper appreciation of traditional Taiwanese performing arts and learned from her perseverance, dedication, and cultural heritage.

During the summer, the Chiayi plant family day featured a performance of Journey to the West: Flaming Mountains by the Fengshen Baby Theatre Company under Ming Hwa Yuan, allowing employees and their families to experience traditional performing arts up close.

- **Sponsorship of “Treasure Rhino” at Taiping Suspension Bridge**
Chenbro has long supported local sustainability by sponsoring the sculpture Treasure Rhino created by renowned artist Shih Li-jen, which has been permanently installed at the Taiping Suspension Bridge in Meishan, Chiayi. This initiative originates from support for local revitalization efforts led by Village Chief Yan Ching-ya. The stainless-steel sculpture symbolizes resilience, while its rounded form represents harmony and prosperity. It enhances the local landmark and strengthens the integration of arts and tourism, fostering shared prosperity between culture and community.
- **Collaboration with Art Groups at Lezhuang Art Farm**
Lezhuang Art Farm in Miaoli is a private art space guided by principles of recycled materials, harmony with nature, and ecological coexistence, dedicated to sustainable architecture and arts promotion. Chenbro introduces outstanding performing arts groups to the venue, providing a platform for artists while promoting cultural sharing and social value creation, demonstrating its commitment to culture, environment, and social well-being.
In 2025, Chenbro sponsored performances by the Bay Sound Orchestra, Taipei Quyi Ensemble, Wu You-Ti Nanguan Opera, and Tai Gu Tales Dance Theatre, with a total of 8 performances and 192 participants.

D. Social Care

- **Support for Long-Term Care and Geriatric Medicine Development**
In response to the challenges of an aging population and to improve long-term care resources in Yunlin County, the Company donated funds for the construction of the Long-Term Care Education Building at the Douliu Campus of National Taiwan University Hospital Yunlin Branch, as well as teaching, research, and training equipment related to geriatric medicine and long-term care. The Company also mobilized multiple enterprises to participate in this initiative.

This effort not only enhances the quality of local long-term care services but also strengthens the integration of healthcare and education resources, providing comprehensive learning and practical training environments for medical professionals. It further helps cultivate qualified long-term care talent, promotes the health and well-being of the elderly community, and demonstrates the Company’s long-term commitment to corporate social responsibility at the local level.
- **Support for Chi Po-Lin Foundation “Dream Continuation – Support the Foundation” Campaign**
The Company participated in the fundraising initiative organized by the Chi Po-Lin Foundation and sponsored tickets for the 15th Charity Concert of the “Transmission of Love Initiative – Ice and Fire Symphony,” continuing to promote public welfare through music.

“Maggi Love Share” Platform and Facebook Page
Since November 2013, the Company has established the “Maggi Love Share” platform (www.maggiloveshare.com), and in 2015 launched its official Facebook page. Through this platform, the Company documents and shares its corporate culture and social engagement through articles, photos, and videos, leveraging the power of the internet to share with employees, business partners, and charitable organizations.

The platform aims to serve as a channel for sharing positive energy and creating greater social impact. As of December 2025, a total of 363 articles have been published, with monthly e-newsletters reaching over 4,000 recipients.

13. Intellectual Property Management Plan

Patents	• Patent management and monitoring: Through standardized operating procedures and relevant forms, as well as regular patent review meetings from proposal to approval and full disclosure, employees are assisted in effectively transforming R&D results into patent applications. • Patent scoring and tiered management: In alignment with the production, manufacturing, and sales of the company's products, patents are effectively maintained and deployed across different countries to strengthen the company's global patent portfolio and competitive advantage. • Enhancing patent competitiveness: By integrating the company's patent incentive program, R&D and innovation of product technologies are encouraged, creating a positive cycle of innovation. • Patent awareness promotion: Through periodic patent training programs and the introduction of external resources, up-to-date knowledge is incorporated to improve the quality of patent applications.
Trademarks	• Brand portfolio strategy: Actively registering and maintaining trademarks for the company's products in various countries to safeguard trademark rights and maintain global brand recognition. • Ongoing maintenance and tracking: Conduct rolling reviews of trademark applications, assessments, registrations, and maintenance processes, and periodically review product-to-trademark linkages.
Trade Secrets	• Direct management: Classifying, grading, and labeling confidential information, including but not limited to R&D records, financial data, HR data, and procurement data, and implementing appropriate and reasonable confidentiality measures. • Indirect management: Implementing access control, authorization management, non-disclosure agreements, and IT security controls to prevent theft, alteration, damage, loss, or leakage of confidential information, thereby ensuring technological leadership and customer trust as core competitive advantages.
Copyrights	• Business model and copyright planning: Covers the creation, ownership, and use of copyrights, including but not limited to advertising, marketing materials, research reports, music, audiovisual works, architecture, and computer programs. • Training and awareness sessions: Periodic copyright training is conducted to ensure corporate image consistency and to establish a unified brand identity and style.

The major matters regarding the Company's R&D innovation and intellectual property management in recent years are as follows:

2024: A total of 22 patents were filed focusing on AI servers, thermal solutions, and high-U server-related technologies.

2025: A total of 17 patents were filed focusing on AI general-purpose servers and rack functional modules.

As of the present, the achievements are as follows:

Patents: Approximately 550 patents have been granted and are strategically deployed in major markets and countries, including the United States, China, Taiwan, and Europe.

Trademarks: The "Chenbro" and "OTS" trademarks have been registered in approximately 20 major markets and countries, including the United States, China, Taiwan, Europe, and Malaysia.

(X) Implementation of internal control system

1. Statement on Internal Control System: Refer to [Appendix 1] on page 155.
2. A separate audit report shall be disclosed where CPAs are recruited to perform ad-hoc audits of the Company's internal control system: None.

(XI) Major resolutions of shareholders' meeting and board meetings during the most recent fiscal year up to the date of publication of the annual report:

1. Approval of the 2025 shareholders' meeting and implementation

The Company's 2025 Annual General Shareholders' Meeting was held on May 29, 2025, at R Floor, No. 558, Zhongyuan Road, Xinzhuang District, New Taipei City. The shareholders attending the meeting resolved and approved the following matters, with their respective implementation status as follows:

Date of Meeting	2025 Annual General Meeting
2025/05/29	1. Approval of the 2024 Business Report and Financial Statements Implementation status: The proposal was approved as resolved through voting. The relevant reports and financial statements have been filed with the competent authorities for recordation and disclosure in accordance with the Company Act and other applicable regulations.
	2. Approval of the 2024 Earnings Distribution Proposal Implementation status: The proposal was approved as resolved through voting. For the 2024 earnings distribution, cash dividends of NT\$7.5 per share were distributed based on 120,987,688 outstanding shares, totaling NT\$907,407,660 in cash dividends. In addition, directors' remuneration amounted to NT\$50,250,000, and employee compensation amounted to NT\$170,851,000. On May 29, 2025, the Chairman resolved that the ex-dividend date shall be July 2, 2025, and the cash dividends were distributed on July 31, 2025.
	3. Approval of Amendments to the "Regulations Governing Acquisition and Disposal of Assets" Implementation status: The proposal was approved as resolved through voting and has been uploaded to the Company's website for disclosure.
	4. Approval of Amendments to the "Articles of Incorporation" Implementation status: The proposal was approved as resolved through voting and has been uploaded to the Company's website for disclosure. The amendment was also registered with the Ministry of Economic Affairs, and the Company received Approval Letter No. 11430081550 issued on June 26, 2025, completing the registration change.
	5. Approval of the Issuance of Restricted Stock Awards for Employees in 2025 Implementation status: The plan became effective upon approval by the Financial Supervisory Commission on July 28, 2025 (Letter No. 1140350619), and the amendment registration was completed after approval by the Ministry of Economic Affairs on September 18, 2025 (Letter No. 11430140430).

2. Important resolutions made by the board of directors

Board of Directors	Proposal content and subsequent response	Circumstances referred to in Article 14-3 of the Securities and Exchange Act	Independent directors' dissenting or qualified opinion
15th Term, 9th Meeting January 14, 2025	1. 2025 annual budget proposal.		None
	2. Amendments to the “Regulations Governing Financial and Business Operations Between Related Parties.”	V	None
	3. Matters related to convening the 2025 Annual Shareholders’ Meeting.		None
	4. Distribution of year-end bonuses (performance bonuses) for managerial officers.		None
	5. Salary adjustment proposal for managerial officers.		None
	The Company's response to independent directors' opinions: None.		
	Resolution result: All the directors present passed the resolution		
15th Term, 10th Meeting March 11, 2025	1. Assessment of the effectiveness of the 2024 internal control system and the “Internal Control System Statement.”	V	None
	2. 2024 Business Report and Financial Statements.	V	None
	3. 2024 earnings distribution proposal.	V	None
	4. Application for new and renewed credit facilities with banks.		None
	5. Total amount of employee and director compensation for 2024.		None
	6. Issuance of restricted shares for employees in 2025.	V	None
	7. Amendments to the “Articles of Incorporation.”		None
	8. Amendments to the “Procedures for Acquisition or Disposal of Assets.”	V	None
	9. Update on matters related to the 2025 Annual Shareholders’ Meeting.		None
	The Company's response to independent directors' opinions: None.		
	Resolution result: All the directors present passed the resolution		
15th Term, 11th Meeting May 8, 2025	1. Q1 2025 consolidated financial statements.	V	None
	2. Proposed loan from Micom-Source Holding Co. (Cayman) to Chenbro Micom (USA) Inc.	V	None
	3. Distribution of directors’ compensation for 2024.		None
	4. Distribution of managerial officers’ compensation for 2024.		None
	The Company's response to independent directors' opinions: None.		
	Resolution result: All the directors present passed the resolution		
15th Term, 12th Meeting August 7, 2025	1. 2024 Sustainability Report.		None
	2. Q2 2025 consolidated financial statements.	V	None
	3. Record date for capital increase through conversion of corporate bonds into common shares (Q2 2025).		None
	4. Capital increase in subsidiary CHENBRO (MALAYSIA) SDN. BHD.	V	None
	5. Investment in factory construction in Texas, USA.	V	None

Board of Directors	Proposal content and subsequent response	Circumstances referred to in Article 14-3 of the Securities and Exchange Act	Independent directors' dissenting or qualified opinion
	6. Issuance of the 2nd and 3rd domestic unsecured convertible bonds.	V	None
	7. Overdue accounts receivable as of June 30, 2025 (non-loan in nature).	V	None
	8. Amendments to the regulations governing restricted shares for employees.	V	None
	9. Change of CFO and promotion of managerial officer.	V	None
	10. Issuance of restricted shares for employees.	V	None
	The Company's response to independent directors' opinions: None.		
	Resolution result: All the directors present passed the resolution		
15th Term, 13th Meeting November 6, 2025	1. Q3 2025 consolidated financial statements.	V	None
	2. Amendments to the “Internal Control System.”	V	None
	3. 2026 annual internal audit plan.	V	None
	4. Assessment of independence and competence of CPAs.	V	None
	5. CPA engagement and remuneration.	V	None
	6. Extension of loan from Micom-Source Holding Co. to Chenbro Micom (USA) Inc.	V	None
	7. Extension of loan to Cloudwell Holdings, LLC.	V	None
	8. Record date for bond conversion into common shares (Q3 2025).		None
	9. Amendments to the “Corporate Governance Best Practice Principles.”		None
	10. Application for new and renewed credit facilities with banks.		None
	11. Change of Chief Sustainability Officer.		None
	The Company's response to independent directors' opinions: None.		
	Resolution result: All the directors present passed the resolution		
15th Term, 14th Meeting January 13, 2026	1. 2026 annual budget proposal.		None
	2. Amendments to the “Procedures for Lending Funds to Others.”	V	None
	3. Change of CPAs.	V	None
	4. Additional investment in Texas subsidiary factory.	V	None
	5. Full re-election of directors (including independent directors).		None
	6. Matters related to shareholder nominations.		None
	7. Matters related to convening the 2026 Annual Shareholders’ Meeting.		None
	8. Distribution of year-end bonuses (performance bonuses) for managerial officers.		None
	9. Salary adjustment proposal for managerial officers.		None
	The Company's response to independent directors' opinions: None.		
	Resolution result: All the directors present passed the resolution		

Board of Directors	Proposal content and subsequent response	Circumstances referred to in Article 14-3 of the Securities and Exchange Act	Independent directors' dissenting or qualified opinion
15th Term, 15th Meeting March 10, 2026	1. Assessment of the effectiveness of the 2025 internal control system and the "Internal Control System Statement."	V	None
	2. 2025 Business Report and Financial Statements.	V	None
	3. 2025 earnings distribution proposal.	V	None
	4. Application for new and renewed credit facilities with banks.		None
	5. Amendments to the "Board Performance Evaluation Policy."		None
	6. Nomination and review of director candidates.		None
	7. Removal of non-compete restrictions for newly appointed directors.		None
	8. Definition of entry-level employees.		None
	9. Total amount of employee and director compensation for 2025.		None
	10. Amendments to directors' compensation policy, system, standards, and structure.		None
	11. Amendments to managerial officers' compensation policy, system, standards, and structure.		None
	12. Issuance of restricted shares for employees in 2026.	V	None
	13. Update on matters related to the 2026 Annual Shareholders' Meeting.		None
	The Company's response to independent directors' opinions: None.		
	Resolution result: All the directors present passed the resolution		

For relevant announcement information, please visit MOPS (<http://mops.twse.com.tw>)

(XII) Any dissenting opinion expressed by a director or supervisor with respect to a major resolution passed by the board of directors during the most recent fiscal year and up to the date of publication of the annual report, where said dissenting opinion has been recorded or prepared as a written statement:

None.

IV. Information on CPA Fees

Monetary unit: NTD thousand

Name of CPA firm	Name of CPA	Audit Fees	Non-audit Fees					Audit Period	Note
			System Design	Business Registration	Human Resources	Others (Note 2)	Subtotal		
PwC Taiwan	Pei-Juan Huang and Hui-Ling Pan	4,950	0	0	0	3,811	8,761	2025/01/01~2025/12/31	1. Transfer pricing documentation and risk assessment services: NT\$2,536 thousand. 2. Tax certification fees and certification fees for the issuance of corporate bonds.

- Note 1. If the Company replaces a CPA or the CPA firm this year, please list the audit period separately, explain the reason for the replacement in the note column, and disclose the audit and non-audit professional fees paid in order.
- Note 2. The non-audit fees shall be listed according to the non-audit services. If the "other" non-audit fees are 25% or more of the non-audit fees paid thereto, the details of non-audit services shall be disclosed in the remarks column.

Breakdown of CPA Professional Fees

Monetary unit: NTD thousand

Public projects		Audit Fees	Non-audit Fees	Total
Fee Range				
1	Under NT\$2,000,000	0	0	0
2	NT\$2,000,000 - NT\$4,000,000	0	3,811	3,811
3	NT\$4,000,000 - NT\$6,000,000	4,950	0	4,950
4	NT\$6,000,000 - NT\$8,000,000	0	0	0
5	NT\$8,000,000 - NT\$10,000,000	0	0	0
6	NT\$10,000,000 and above	0	0	0

Information on CPA Professional Fees:

- (I) Where non-audit fees paid to the certifying CPAs, their accounting firm, and affiliated entities amount to one-fourth or more of the audit fees, the amounts of audit and non-audit fees and the details of non-audit services shall be disclosed:

PricewaterhouseCoopers Taiwan (PwC):

Audit fees: Financial statement audit services.

Non-audit fees: Transfer pricing documentation and risk assessment services, as well as tax certification services.

When the Company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal 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 fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) thereof shall be disclosed: None.

V. Information on Replacement of CPAs

- (I) Information on the Predecessor Auditor

Date of Change	January 13, 2026		
Reason for Change and Explanation	In response to internal organizational adjustments at PricewaterhouseCoopers Taiwan, the Company changed its certifying CPAs from Ms. Pei-Chuan Huang and Ms. Hui-Ling Pan to Ms. Pei-Chuan Huang and Mr. Fu-Ming Liao, effective from the first quarter of 2026.		
Explanation of Whether the Engagement Was Terminated by the Company or the CPA, or Whether the CPA Declined or Discontinued the Engagement	Party Involved	Auditor	Auditor
	Situation	Not applicable	
	Voluntary Termination of Engagement		
	Refusal to Accept (or Continue) Engagement		

Audit Opinions Other Than Unqualified Opinions Issued in the Most Recent Two Years and the Reasons Therefor	None		
Whether There Were Any Disagreements with the Issuer	Yes		Accounting principles or practices
			Financial statement disclosures
			Scope or procedures of the audit
			Others
	No	V	
	Explanation: None.		
Other Disclosure Items (Items 4 to 7 of Subparagraph 1, Paragraph 6, Article 10 of the Regulations, if applicable)	Not applicable		

(II) Explanation of Termination or Discontinuation of Engagement

Firm Name	PricewaterhouseCoopers Taiwan
CPA Names	Ms. Pei-Chuan Huang and Mr. Fu-Ming Liao
Date of Engagement	January 13, 2026
Consultation on specific accounting treatments or principles prior to engagement and the resulting conclusions	Not applicable
Written opinions from the successor auditor regarding disagreements with the predecessor auditor	Not applicable

(III) Response from the Predecessor Auditor

The predecessor auditor's response regarding the matters specified under Article 10, Paragraph 6, Subparagraph 1 and Subparagraph 2(3) of the Regulations: Not applicable.

VI. Information on the Chairman, General Manager, or Managers Responsible for Financial or g Firm Accounting Matters Who Were Employed by the Certifying CPA Firm or Its Affiliates Within the Past Year, Including Their Names, Titles, and Duration of Employment

None.

VII. Changes in Shareholding and Pledged Shares of Directors, Supervisors, Managerial Officers, and Shareholders Holding More Than 10% of the Shares During the Most Recent Fiscal Year and Up to the Date of Publication of the Annual Report

(I) Changes in ownership by directors, supervisors, managers, and major shareholders

Unit: shares

Position	Name	2024		As of March 31, 2025	
		Increase (Decrease) in the Number of Shares Held	Increase (Decrease) in the Number of Shares Pledged	Increase (Decrease) in the Number of Shares Held	Increase (Decrease) in the Number of Shares Pledged
Chairman, Chief Strategy Officer, and Chief Sustainability Officer	Mei-chi Chen	0	0	0	0

Position	Name	2024		As of March 31, 2025	
		Increase (Decrease) in the Number of Shares Held	Increase (Decrease) in the Number of Shares Pledged	Increase (Decrease) in the Number of Shares Held	Increase (Decrease) in the Number of Shares Pledged
Director	Tsun-yen Lee	0	0	0	0
Director	Chung-pao Wu	0	0	0	0
Director	Yu-ling Tsai	0	0	0	0
Director	Te-feng Wu	0	0	0	0
Independent Director	Chung-hsing Huang	0	0	0	0
Independent Director	Wei-Shun Cheng	0	0	0	0
Independent Director	Wen-Cheng Liu	0	0	0	0
Independent Director	Pei-fang Tsai	0	0	0	0
CEO & President	Ya-Nan Chen	177,000 (287,000)	0	0	0
Senior Assistant Manager, Global IT/DX Division and Global Supply Chain Management Division	Yun-peng Chen	18,000 (15,000)	0	0	0
Senior Assistant Manager, Global Sale	Pei-lin Ho	18,000 (19,000)	0	0	0
Senior Assistant Manager, Taiwan Manufacturing	Hong-Da Chen	32,287 (22,500)	0	0	0
Global Finance Division Assistant Vice President of Accounting and Corporate Governance Director	Shu-Chen Yu	3,000	0	0	0
Global Finance Division Assistant Vice President of Finance	Mun-Meng Wong	10,000 (10,000) (Note 2)		0	0
Shareholders with ownership exceeding ten percent	Feng-ming Chen	(198,000)	0	0	0
	Peng Wei Investment (Note 1)	(140,000)	0	0	0

Note 1. Shares are held by Chairman Mei-Chi Chen under nominees.

Note 2. Chief Accounting Officer Mun-Meng Wong assumed office on August 7, 2025. His shareholding disclosure obligation starts or ceases from that date.

(II) **Changes in equity pledged:** None.

(III) **Where the counterparty of the equity transfer is a related party:** None.

(IV) **Where the counterparty of the equity pledged is a related party:** None.

VIII.Relationship Information, If Among the Company's Ten Largest Shareholders, Any One Is a Related Party or a Relative Within the Second Degree of Kinship of Another

March 31, 2026 Unit: shares

Name (note 1)	Shareholder's Shareholding		Spouse & minor Shareholdings		Nominee arrangement total shares held		The name and relationship of any of the top ten shareholders who have a relationship, a spousal relationship, or second degree of kinship with one another (note 3)		Note
	No. Shares	Percentage of shareholding	No. Shares	%	No. Shares	Percentage of shareholding	Title (Name)	Relationship	
Feng-ming Chen	13,038,433	10.40	5,306,029	4.23	0	0	Tsun-yen Lee Mei-chi Chen Lian-chun Chen	Spouse Sister Brother-in-law	None
Peng Wei Investment Representative: Lian-chun Chen	12,040,000	9.61	0	0	0	0	Mei-chi Chen Feng-ming Chen Tsun-yen Lee	Spouse Relative-in-Law Relative-in-Law	None
Lian-mei Investment Ltd. Representative: Mei-chi Chen	11,831,900	9.44	0	0	0	0	Lian-chun Chen Feng-ming Chen Tsun-yen Lee	Spouse Brother Sister-in-law	None
Mei-chi Chen	9,656,009	7.71	1,726,577	1.38	12,040,000	9.61	Lian-chun Chen Feng-ming Chen Tsun-yen Lee	Spouse Brother Sister-in-law	None
Ming-kwong Investment Co., Ltd. Representative: Tsun-yen Lee	8,135,967	6.49	0	0	0	0	Feng-ming Chen Mei-chi Chen Lian-chun Chen	Spouse Relative-in-Law Relative-in-Law	None
Tsun-yen Lee	5,306,029	4.23	13,038,433	10.40	0	0	Feng-ming Chen Mei-chi Chen Lian-chun Chen	Spouse Relative-in-Law Relative-in-Law	None
Cathay Life Insurance Segregated Mandate Account (SG Taiwan Equity A), entrusted to Cathay Securities Investment Trust Co.	3,844,000	3.07	0	0	0	0	None	None	None
Labor Pension Fund (New System), 1st Discretionary Mandate Account for Year 2023, entrusted to Nomura Investment Account	2,611,428	2.08	0	0	0	0	None	None	None
Citibank (Taiwan) Commercial Bank Custody	1,767,432	1.41	0	0	0	0	None	None	None

Name (note 1)	Shareholder's Shareholding		Spouse & minor Shareholdings		Nominee arrangement total shares held		The name and relationship of any of the top ten shareholders who have a relationship, a spousal relationship, or second degree of kinship with one another (note 3)		Note
	No. Shares	Percentage of shareholding	No. Shares	%	No. Shares	Percentage of shareholding	Title (Name)	Relationship	
Account for UBS Europe SE Investment Account									
Lian-chun Chen	1,726,577	1.38	9,656,009	7.71	12,040,000	9.61	Mei-chi Chen Feng-ming Chen Tsun-yen Lee	Spouse Relative-in-Law Relative-in-Law	None

Note 1. The top ten shareholders' names shall be identified separately (in the case of corporate shareholders, the corporate shareholders' names and representatives' names shall be identified separately).

Note 2. The percentage of shareholding is calculated in terms of shareholder's shareholding, shares held by spouse & minor child, or shareholdings by nominee arrangement.

Note 3. Relationship between the aforementioned shareholders (including juridical and natural persons) shall be disclosed according to Regulations Governing the Preparation of Financial Reports by Securities Issuers.

IX. Total Number of Shares and Total Equity Stake Held in any Single Enterprise by the Company, Its Directors and Supervisors, Managers, and Any Companies Controlled Either Directly or Indirectly by the Company

Dec. 31, 2025 Unit: Thousand Shares

Investee(note 1)	Ownership by the Company		Ownership by Directors, Supervisors, Managers, and Entities Directly or Indirectly Controlled by the Company		Total Ownership	
	Number of Shares (thousand shares)	Ownership Percentage %	Number of Shares (thousand shares)	Ownership Percentage %	Number of Shares (thousand shares)	Ownership Percentage %
MICOM- SOURCE HOLDING CO.	22,323	100%	0	0	22,323	100%
CHENBRO MICOM (USA) INC.	10,000	100%	0	0	10,000	100%
CLOUDWELL HOLDINGS, LLC.	3,600	100%	0	0	3,600	100%
Chenbro GmbH	250	100%	0	0	250	100%
Chen-Feng Precision Co., Ltd.	10,111	70%	0	0	10,111	70%
CHENBRO (MALAYSIA) SDN. BHD.	114,956	100%	0	0	114,956	100%

Note 1. Investment using the equity method by the Company.

Chapter 3

Fundraising

- I. Capital Stock and Shares
- II. Corporate Bonds
- III. Preferred Shares
- IV. Global Depository Receipts
- V. Employee Stock Options
- VI. New Restricted Employee Shares
- VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies
- VIII. Status of Capital Utilization Plans

Chapter 3 Fundraising

I. Capital Stock and Shares

(I) Sources of capital

Month/Year	Issue Price (NTD)	Authorized capital		Paid-in capital		Note		
		Number of Shares (1,000 shares)	Amount (1,000NTD)	Number of Shares (1,000 shares)	Amount (1,000NTD)	Capital Source (1,000 NTD)	Capital increase by assets other than cash	Others
Dec. 1983	0	0	500	0	500	500,000 in incorporation	N/A	1983.12.05 Letter Jian-Yi No. 106007
May. 1984	0	0	2,000	0	2,000	Cash 1,500	N/A	73.5.28 Letter Jian-Yi No. 144359
Nov. 1986	0	0	7,000	0	7,000	Capital increase for 5,000	N/A	75.11.12 Letter Jian-Yi No. 169350
Dec. 1989	0	0	25,000	0	25,000	Capital increase for 18,000	N/A	79.01.05 Letter Jian-Yi No. 110347
Oct. 1990	10	7,500	75,000	7,500	75,000	Capital increase for 50,000	N/A	80.1.7 Letter Jin-(80)-Shang No. 00117
Sep. 1998	10	13,500	135,000	13,500	135,000	Capitalization of earnings for 30,000 Capital increase for 30,000	N/A	87.10.06 Letter Jin-(87)-Shang No. 131175
Aug. 1999	10	80,000	800,000	30,230	302,300	Capital increase for 25,000 Capitalization of earnings for 142,300	N/A	Securities and Futures Commission dated Jul. 19, 1999 Letter (88)-Tai-Cai-Zheng-(1) No. 63566
Aug. 2000	10	80,000	800,000	46,331	463,308	Capitalization of earnings for 161,008	N/A	Securities and Futures Commission dated Aug. 24, 2000 Letter (89)-Tai-Cai-Zheng-(1) No. 70667
Sep. 2001	10	80,000	800,000	50,037	500,373	Capitalization of capital surplus for 37,065	N/A	Securities and Futures Commission dated Aug. 23, 2001 Letter (90)-Tai-Cai-Zheng-(1) No. 153655
Sep. 2002	10	80,000	800,000	54,040	540,402	Capitalization of earnings for 40,030	N/A	Securities and Futures Commission dated Aug. 16, 2002 Letter (90)-Tai-Cai-Zheng-(1) No. 0910145672
Nov. 2004	10	80,000	800,000	60,358	603,587	Capitalization of earnings for 52,377	N/A	FSC dated Sep. 30, 2004 Letter Jin-Guan-Zeng-1 No. 0930144328

Month/Year	Issue Price (NTD)	Authorized capital		Paid-in capital		Note		
		Number of Shares (1,000 shares)	Amount (1,000NTD)	Number of Shares (1,000shares)	Amount(1,000NTD)	Capital Source (1,000 NTD)	Capital increase by assets other than cash	Others
						Capitalization of capital surplus for 10,808		
Aug.2005	10	80,000	800,000	70,425	704,252	Capitalization of earnings for 100,665	N/A	FSC dated Jul. 19, 2005 Letter Jin-Guan-Zeng-1 No. 0940129149
Aug.2006	10	90,000	900,000	81,971	819,712	Capitalization of earnings for 115,460	N/A	FSC dated Jul. 19, 2006 Letter Jin-Guan-Zeng-1 No. 0950131442
Jul.2007	10	120,000	1,200,000	95,537	955,369	Capitalization of earnings for 135,657	N/A	FSC dated Jul. 17, 2007 Letter Jin-Guan-Zeng-1 No. 0960037071
Jul.2008	10	120,000	1,200,000	111,511	1,115,109	Capitalization of earnings for 159,740	N/A	FSC dated Jul. 25, 2008 Letter Jin-Guan-Zeng-1 No. 0970037754
Jun.2011	10	120,000	1,200,000	115,506	1,155,057	Capitalization of earnings for 39,948	N/A	FSC dated Jun. 25, 2011 Letter Jin-Guan-Zeng-Fa No. 1000028489
Jun.2012	10	150,000	1,500,000	120,126	1,201,260	Capitalization of earnings for 46,202	N/A	FSC dated Jun. 19, 2012 Letter Jin-Guan-Zeng-Fa No. 1010027336
Oct.2016	10	150,000	1,500,000	119,726	1,197,260	Cancellation of treasury shares (4,000)	N/A	Letter Jin-Shou-Shan No. 10501246700
Aug.2020	10	150,000	1,500,000	120,926	1,209,260	Issue of restricted employee shares for 12,000	N/A	FSC Letter Jin-Guan-Zheng-Fa No. 1090351675 dated Aug. 11, 2020 Letter Jing-Shou-Shang No. 10901164960
Mar.2021	10	150,000	1,500,000	120,911	1,209,110	Redemption of restricted employee shares (150)	N/A	Letter Jin-Shou-Shan No. 11001039260
Jun.2021	10	150,000	1,500,000	120,861	1,208,610	Redemption of restricted employee shares (500)	N/A	Letter Jin-Shou-Shan No. 11001095550
Dec.2021	10	150,000	1,500,000	120,789	1,207,885	Redemption of restricted employee shares (725)	N/A	Letter Jin-Shou-Shan No. 11001220690
Apr.2022	10	150,000	1,500,000	120,770	1,207,697	Redemption of restricted employee shares (187)	N/A	Letter Jin-Shou-Shan No. 11101052760
Sep.2022	10	150,000	1,500,000	120,632	1,206,320	Redemption of restricted employee shares (1378)	N/A	Letter Jin-Shou-Shan No. 11101168190
Jun.2023	10	150,000	1,500,000	120,607	1,206,070	Redemption of restricted employee shares (250)	N/A	Letter Jin-Shou-Shan No. 11230109150

Month/Year	Issue Price (NTD)	Authorized capital		Paid-in capital		Note		
		Number of Shares (1,000 shares)	Amount (1,000NTD)	Number of Shares (1,000shares)	Amount(1,000NTD)	Capital Source (1,000 NTD)	Capital increase by assets other than cash	Others
Nov.2023	10	150,000	1,500,000	120,595	1,205,945	Redemption of restricted employee shares (125)	N/A	Letter Jin-Shou-Shan No. 11230217720
Feb.2024	10	150,000	1,500,000	120,587	1,205,870	Redemption of restricted employee shares (75)	N/A	Letter Jin-Shou-Shan No. 11330018620
Sep. 2024	10	150,000	1,500,000	120,988	1,209,877	Conversion of convertible corporate bonds into shares 7 Issuance of restricted employee shares 4,000	N/A	Letter Jin-Shou-Shan No. 11330160900
Sep. 2025	10	150,000	1,500,000	121,578	1,215,785	Conversion of convertible corporate bonds into shares 908 Issuance of restricted employee shares 5,000	N/A	Letter Jin-Shou-Shan No. 11430140430
Dec. 2025	10	150,000	1,500,000	125,319	1,253,191	Conversion of convertible corporate bonds into shares 37,407	N/A	Letter Jin-Shou-Shan No. 11430182130

Type of Shares	Authorized capital			Note
	Outstanding shares	Unissued shares	Total	
Registered common shares of public companies	125,319,146	24,680,854	150,000,000	

(II) List of major shareholders

March 31, 2026 Unit: shares

Name	Shareholding	Number of Shares Held	Ownership Percentage (%)
Feng-ming Chen		13,038,433	10.40%
Peng Wei Investment Development Co., Ltd. Representative: Lien-chun Chen		12,040,000	9.61%
Lian Mei Investment Co., Ltd. Representative: Mei-chi Chen		11,831,900	9.44%
Mei-chi Chen		9,656,009	7.71%
Ming Guan Investment Co., Ltd. Representative: Tsun-yen Lee		8,135,967	6.49%
Tsun-yen Lee		5,306,029	4.23%
Cathay Life Insurance Co., Ltd. – Discretionary Investment Account Managed by Cathay SITE (SG Taiwan Equity A)		3,844,000	3.07%
Labor Pension Fund (New Scheme), 1st Discretionary Investment Account of 2023 Managed by Nomura		2,611,428	2.08%
Citibank (Taiwan) Limited as Custodian for UBS Europe SE Investment Account		1,767,432	1.41%
Lian-chun Chen		1,726,577	1.38%

(III) Dividend Policy and Implementation

1. Dividend Policy

After the close of each fiscal year, if the Company has earnings, such earnings shall be distributed in the following order:

- (1) Payment of taxes;
- (2) Offset of accumulated losses;
- (3) Appropriation of 10% as legal reserve; provided that this shall not apply where the legal reserve has reached the total paid-in capital;
- (4) Appropriation or reversal of special reserve in accordance with applicable laws or regulations of the competent securities authority;
- (5) Any remaining balance, together with undistributed earnings carried forward from prior years, shall be proposed by the Board of Directors for distribution or retention after taking into account the Company's financial condition and economic outlook, and submitted to the shareholders' meeting for approval.

The Company's dividend policy takes into consideration its current profitability, future growth, capital expenditure plans, and funding requirements, while balancing shareholders' interests and the Company's long-term financial planning. Dividends shall be distributed from distributable earnings in the form of cash dividends and/or stock dividends. However, cash dividends shall not be less than 10% of the total dividends. If the cash dividend per share is less than NT\$0.20, no cash dividend shall be distributed and stock dividends shall be issued instead.

2. Implementation Status: Proposed Dividend Distribution at This Shareholders' Meeting

The Company proposes to appropriate NT\$1,754,468,044 in cash dividends from the distributable earnings for fiscal year 2025 (Year 114 of the R.O.C.), representing a proposed cash dividend of NT\$14 per share. Upon approval by the annual shareholders' meeting, the Board of Directors will be authorized to determine the record date for dividend distribution.

3. Expected Changes in Dividend Policy

The Company does not expect any material changes to its dividend policy. Dividends will continue to be distributed at approximately 40% to 50% of distributable earnings.

The aforementioned distribution ratio may be adjusted based on actual earnings, capital expenditure requirements, and funding conditions for the year, subject to resolution by the Board of Directors and approval by the shareholders' meeting.

(IV) Impact of Proposed Stock Dividends on Business Performance and Earnings Per Share

Not applicable, as no stock dividends are proposed for the current year.

(V) Remuneration of Employees and Directors

1. In accordance with the Company's Articles of Incorporation, where the Company has profits for the year, it shall appropriate not less than 3% as employee remuneration and not more than 3% as directors' remuneration. Of the employee remuneration, not less than 1% shall be allocated to grassroots employees.

Employee remuneration may be distributed in the form of cash or stock as resolved by the Board of Directors. Eligible recipients may include employees of affiliated companies who meet certain conditions, which shall be determined by the Board of Directors. Proposals for the distribution of employee and directors' remuneration shall be reported to the shareholders' meeting.

However, where the Company has accumulated losses, an amount shall first be reserved to offset such losses before appropriating employee and directors' remuneration in accordance with the foregoing ratios.

2. Remuneration to employees and directors is recognized as expenses and liabilities when the Company has a legal or constructive obligation and the amounts can be reliably estimated.

If the actual amounts resolved subsequently differ from the estimated amounts, such differences shall be accounted for as changes in accounting estimates.

In addition, the Company calculates the number of shares for stock-based employee remuneration based on the fair value per share as of the day immediately preceding the shareholders' meeting in the year following the reporting year, after taking into account the effects of ex-rights and ex-dividends.

3. Board Resolution on Distribution of Employee and Director Remuneration

The Board of Directors resolved on March 10, 2026 to appropriate NT\$322,511,000 as employee remuneration and NT\$71,142,000 as directors' remuneration for fiscal year 2025. The estimation was based on the Company's profit for the year up to the end of the reporting period.

No employee remuneration will be distributed in the form of stock; therefore, this item is not applicable.

After taking into account the proposed distribution of employee and directors' remuneration, the pro forma earnings per share (EPS) would be NT\$29.06.

4. Actual Distribution of Employee and Director Remuneration for the Previous Fiscal Year

The actual distribution of employee and director remuneration for fiscal year 2024 is as follows:

Unit: in NT\$ thousands : Thousand Shares

Distribution of remuneration	Remuneration approved by the board of directors
Employee compensation in cash	170,851
Remuneration of directors and supervisors	50,250

(VI) Share repurchase None.

II. Corporate Bonds

(I) Outstanding and Pending Corporate Bonds

Type of Corporate Bonds	Domestic Second Unsecured Convertible Corporate Bonds	Domestic Third Unsecured Convertible Corporate Bonds
Issue Date	January 26, 2026	February 3, 2026
Face Value	Total Issue Amount: NT\$800,000,000 Denomination: NT\$100 thousand per bond	Total Issue Amount: NT\$700,000,000 Denomination: NT\$100 thousand per bond
Place of issue and trading	N/A	N/A
Issue price	NT\$100.5 (100.5% of par value)	NT\$117.76 (117.76% of par value)
Total Amount	NT\$804,000,000	NT\$824,348,330
Interest Rate	0%	0%
Term	Three years; Maturity Date: January 26, 2029	Three years; Maturity Date: February 3, 2029
Guarantor Institution	N/A	N/A
Trustee	E.Sun Commercial Bank, Ltd., Trust Department	E.Sun Commercial Bank, Ltd., Trust Department
Underwriting Institution	Yuanta Securities Co., Ltd.	Yuanta Securities Co., Ltd.
Legal Advisor	Attorney Ya-Wen Chiu, Han-Chen Law Firm	Attorney Ya-Wen Chiu, Han-Chen Law Firm
Accounting Advisor	PricewaterhouseCoopers Taiwan, CPAs Hui-Ling Pan and Pei-Chuan Huang	PricewaterhouseCoopers Taiwan, CPAs Hui-Ling Pan and Pei-Chuan Huang
Repayment Method	Unless early redeemed or repurchased and canceled, the bonds shall be redeemed in full at par value in cash upon maturity.	Same as left
Outstanding Principal	NT\$800,000,000	NT\$700,000,000
Terms for Redemption or Early Repayment	In accordance with Article 17 of the Company's Regulations Governing the Issuance and Conversion of Domestic Second Unsecured Convertible Corporate Bonds.	In accordance with Article 17 of the Company's Regulations Governing the Issuance and Conversion of Domestic Third Unsecured Convertible Corporate Bonds.
Restrictions	None	None
Credit Rating Agency Name, Rating Date, Corporate Bond Rating Result	N/A	N/A
Additional Rights	Converted amount into common shares or other securities NT\$0	NT\$0

	Issuance and Conversion Procedures	Please refer to the Company's Regulations Governing the Issuance and Conversion of Domestic Second Unsecured Convertible Corporate Bonds.	Please refer to the Company's Regulations Governing the Issuance and Conversion of Domestic Third Unsecured Convertible Corporate Bonds.
Issuance and Conversion, Exchange, or Subscription Terms; Potential Dilution of Equity from Issuance Conditions and Impact on Existing Shareholders' Rights		No material impact	No material impact
Name of institution entrusted with the custody of the exchange subject		N/A	N/A

(II) Convertible Bond Information

Type of Corporate Bonds		Domestic Second Unsecured Convertible Corporate Bonds	Domestic Third Unsecured Convertible Corporate Bonds
Year Item		As of April 8, 2026 (Year 115)	As of April 8, 2026 (Year 115)
Market price of convertible bonds	Highest	NT\$142.00	NT\$137.80
	Lowest	NT\$110.55	NT\$122.95
	Average	NT\$127.30	NT\$128.83
Conversion Price		NT\$1,007.2	NT\$985.3
Issuance (Transaction) Date and Conversion Price at Issuance		January 26, 2026 Initial Conversion Price: NT\$1,007.2	February 3, 2026 Initial Conversion Price: NT\$985.3
Method of Fulfilling Conversion Obligations		Issuance of new shares	Issuance of new shares

III. Preferred Shares None.

IV. Global Depositary Receipts None.

V. Employee Stock Options None.

VI. New Restricted Employee Shares

(I) The new restricted employee shares that have not fully met the vesting conditions as of the publication date of the annual report and its impact on shareholders' equity.

Types of restricted employee shares	2024 Restricted employee shares	2025 Restricted Employee Shares
Effective date of registration	2024/7/16	2025/7/28
Date of issue	2024/8/8	2025/8/7
Number of restricted employee shares issued	400,000	500,000
Issue price	Issuance of shares without consideration	Issuance of shares without consideration
Number of restricted employee shares already issued as a percentage of the total number of issued shares	0.32%	0.40%
Vesting conditions of restricted employee	1. From the day (i.e. the record date of the capital increase by means of issue of the new restricted	1. From the day (i.e. the record date of the capital increase by means of issue of the new restricted

shares	employee shares) employees are allocated with new restricted employee shares according to the timelines below, employees are still in service and meet the performance criteria required by the Company (both the Company's performance targets and personal performance targets must be met; if any of the performance criteria is not met, the annual vested ratio is still 0%) (the board of directors authorizes the Chairperson to set the performance targets); the percentages of shares for meeting the vesting conditions are as follows:				employee shares) employees are allocated with new restricted employee shares according to the timelines below, employees are still in service and meet the performance criteria required by the Company (both the Company's performance targets and personal performance targets must be met; if any of the performance criteria is not met, the annual vested ratio is still 0%) (the board of directors authorizes the Chairperson to set the performance targets); the percentages of shares for meeting the vesting conditions are as follows:					
		Objects	Company's performance targets	Personal performance	Years of service/Percentage		Objects	Company's performance targets	Personal performance	Years of service/Percentage
	Supervisors at all levels/General employees	1.If the Company's EPS for the preceding fiscal year is $\geq$ NT\$10, the overall weighting is 100%. 2.If the Company's EPS for the preceding fiscal year is between NT\$6 and NT\$9.9, the overall weighting is 50%. 3.If the Company's EPS for the preceding fiscal year is $<$ NT\$6 (exclusive), the overall weighting is 0%.	The last two assessments were above the standard	1 year:30% 2 year:30% 3 year:40%		Supervisors at all levels/General employees	1.If the Company's EPS for the preceding fiscal year is $\geq$ NT\$10, the overall weighting is 100%. 2.If the Company's EPS for the preceding fiscal year is between NT\$6 and NT\$9.9, the overall weighting is 50%. 3. If the Company's EPS for the preceding fiscal year is $<$ NT\$6 (exclusive), the overall weighting is 0%.	The last two assessments were above the standard	1 year:30% 2 year:30% 3 year:40%	
	2. After employees have been allocated with new restricted employee shares by the Company, in the case of violations of these rules, trust contracts, labor contracts, working rules, contractual agreements with the Company (the relevant contracts are negotiated and signed by the Chairperson on behalf of the Company as authorized by the board of directors), or other rules stipulated by the Company, the Company has the right to take back the new restricted employee shares that have been allocated with the vesting conditions not yet fulfilled free of charge.					2. After employees have been allocated with new restricted employee shares by the Company, in the case of violations of these rules, trust contracts, labor contracts, working rules, contractual agreements with the Company (the relevant contracts are negotiated and signed by the Chairperson on behalf of the Company as authorized by the board of directors), or other rules stipulated by the Company, the Company has the right to take back the new restricted employee shares that have been allocated with the vesting conditions not yet fulfilled free of charge.				
Restrictions on rights of restricted employee shares	1. After employees have been allocated with restricted employee shares by the Company, the restricted rights of the shares with the vesting					1. After employees have been allocated with restricted employee shares by the Company, the restricted rights of the shares with the vesting				

	conditions not yet fulfilled are as follows: (1) After receiving new restricted employee shares and before meeting vesting conditions, employees, except for inheritance, may not sell, pledge, transfer, give as a gift, use as collateral, or dispose of the new restricted employee shares or in any other means. (2) The right to participate, propose, speak, and vote in shareholders' meeting are all delegated and executed by trust custodian in accordance with the contract. 2. In addition for the restrictions imposed by the trust agreement in the preceding paragraph, employees, who are allocated with new restricted employee shares under these rules without meeting vesting conditions, are entitled to other rights, including but are not limited to: Rights to receive dividends, bonuses, and capital surplus as well as stock options and voting rights for cash capital increase (employees can receive cash dividends and stock dividends distributed by the Company, and the cash dividends and stock dividends distributed are deemed to have met the vesting conditions without the need to be handed over to a trust custodian, and the same applies for capital reduction, which is the same as the ordinary shares issued by the Company.	conditions not yet fulfilled are as follows: (1) After receiving new restricted employee shares and before meeting vesting conditions, employees, except for inheritance, may not sell, pledge, transfer, give as a gift, use as collateral, or dispose of the new restricted employee shares or in any other means. (2) The right to participate, propose, speak, and vote in shareholders' meeting are all delegated and executed by trust custodian in accordance with the contract. 2. In addition for the restrictions imposed by the trust agreement in the preceding paragraph, employees, who are allocated with new restricted employee shares under these rules without meeting vesting conditions, are entitled to other rights, including but are not limited to: Rights to receive dividends, bonuses, and capital surplus as well as stock options and voting rights for cash capital increase (employees can receive cash dividends and stock dividends distributed by the Company, and the cash dividends and stock dividends distributed are deemed to have met the vesting conditions without the need to be handed over to a trust custodian, and the same applies for capital reduction, which is the same as the ordinary shares issued by the Company.
Restricted employee shares in custody	1. Upon allocation of Restricted Employee Shares, the Company shall record the number of shares allocated to each employee in the shareholders' register and deliver the newly issued common shares or share certificates via book-entry transfer. The shares shall be held in trust during the vesting restriction period in accordance with the terms of the trust agreement. 2. The Company shall handle the registration of changes in accordance with the law for the issuance of Restricted Employee Shares pursuant to these Rules.	1. Upon allocation of Restricted Employee Shares, the Company shall record the number of shares allocated to each employee in the shareholders' register and deliver the newly issued common shares or share certificates via book-entry transfer. The shares shall be held in trust during the vesting restriction period in accordance with the terms of the trust agreement. 2. The Company shall handle the registration of changes in accordance with the law for the issuance of Restricted Employee Shares pursuant to these Rules.
The procedures for handling the new shares allocated or subscribed to without the vesting conditions met	Handling of Unvested Restricted Employee Shares in Case of Non-fulfillment of Vesting Conditions or Succession: 1. Voluntary Resignation, Retirement, Layoff, or Termination: For the portion of restricted employee shares that have been granted but have not yet vested, the Company shall, in accordance with the law, reclaim such shares without compensation and cancel them. 2. Unpaid Leave: Unvested restricted employee shares will resume vesting upon the employee's return to work. However, the vesting schedule will be deferred by the duration of the unpaid leave. 3. General Death: For the portion of restricted employee shares that have been granted but have not yet vested, the Company shall, in accordance with the law, reclaim such shares without compensation and cancel them. 4. Occupational Injury: (1) In the event of a disability due to an occupational injury that results in the employee being unable to continue working, the unvested restricted shares shall vest on the date of resignation. For the years where	Handling of Unvested Restricted Employee Shares in Case of Non-fulfillment of Vesting Conditions or Succession: 1. Voluntary Resignation, Retirement, Layoff, or Termination: For the portion of restricted employee shares that have been granted but have not yet vested, the Company shall, in accordance with the law, reclaim such shares without compensation and cancel them. 2. Unpaid Leave: Unvested restricted employee shares will resume vesting upon the employee's return to work. However, the vesting schedule will be deferred by the duration of the unpaid leave. 3. General Death: For the portion of restricted employee shares that have been granted but have not yet vested, the Company shall, in accordance with the law, reclaim such shares without compensation and cancel them. 4. Occupational Injury: (1) In the event of a disability due to an occupational injury that results in the employee being unable to continue working, the unvested restricted shares shall vest on the date of resignation. For the years where

	the Company's operational and individual performance targets have been confirmed, the actual number of vested shares shall be calculated based on the vesting criteria stipulated in these rules. For years where such performance targets cannot be confirmed, all unvested restricted shares shall fully vest. (2) In the event of death due to an occupational injury, the heir may apply to receive the vested shares or the entitlements from their disposal after completing necessary legal procedures and providing relevant documentation. For the years where the Company's operational and individual performance targets have been confirmed, the actual number of vested shares shall be calculated based on the vesting criteria stipulated in these rules. For years where such performance targets cannot be confirmed, all unvested restricted shares shall fully vest. 5. Transfer to Another Position: If an employee is transferred to an affiliate or another company (excluding subsidiaries) at their own request, the restricted shares shall be handled in accordance with Item 1 "Voluntary Resignation." However, if the transfer is due to Company operations and is assigned by the Company, the employee's restricted shares shall not be affected. 6. Trust Agreement Compliance: Employees or their heirs shall receive the vested shares transferred in accordance with the vesting conditions as stipulated in the trust agreement. 7. Others: If an employee who has been granted restricted shares under these rules commits a serious violation of the Company's labor contract or work rules, and such violation is deemed material by the Company, the Company shall have the right to reclaim and cancel the unvested shares without compensation.	the Company's operational and individual performance targets have been confirmed, the actual number of vested shares shall be calculated based on the vesting criteria stipulated in these rules. For years where such performance targets cannot be confirmed, all unvested restricted shares shall fully vest. (2) In the event of death due to an occupational injury, the heir may apply to receive the vested shares or the entitlements from their disposal after completing necessary legal procedures and providing relevant documentation. For the years where the Company's operational and individual performance targets have been confirmed, the actual number of vested shares shall be calculated based on the vesting criteria stipulated in these rules. For years where such performance targets cannot be confirmed, all unvested restricted shares shall fully vest. 5. Transfer to Another Position: If an employee is transferred to an affiliate or another company (excluding subsidiaries) at their own request, the restricted shares shall be handled in accordance with Item 1 "Voluntary Resignation." However, if the transfer is due to Company operations and is assigned by the Company, the employee's restricted shares shall not be affected. 6. Trust Agreement Compliance: Employees or their heirs shall receive the vested shares transferred in accordance with the vesting conditions as stipulated in the trust agreement. 7. Others: If an employee who has been granted restricted shares under these rules commits a serious violation of the Company's labor contract or work rules, and such violation is deemed material by the Company, the Company shall have the right to reclaim and cancel the unvested shares without compensation.
Recovered or purchased new restricted employee shares	0	0
The number of new restricted employee shares with the restricted rights lifted	120,000	0
The number of new restricted employee shares with the restricted rights not yet lifted	280,000	500,000
Number of new restricted employee shares with the restricted rights not yet lifted as a percentage of total shares issued (%)	0.22%	0.40%
The impact on shareholders' equity	1. Estimated Expensable Amount: The Company shall measure the fair value of the shares on the grant date and recognize the related expenses annually over the vesting period. Based on the closing price of the Company's common stock on July 16, 2024 (NT\$315.50), the total estimated expensable amount, assuming all vesting conditions are fully met, would be	1. Estimated Expensable Amount: The Company shall measure the fair value of the shares on the grant date and recognize the related expenses annually over the vesting period. Based on the closing price of the Company's common shares on July 28, 2025 (NT\$513), the total estimated expensable amount, assuming all vesting conditions are fully met, would be

	NT\$126,200 thousand. The estimated expenses to be recognized in 2024 through 2027 are NT\$30,674 thousand, NT\$57,842 thousand, NT\$27,869 thousand, and NT\$9,816 thousand, respectively. 2. Dilution Effect on Earnings Per Share (EPS): Based on the Company's current number of issued shares, the estimated reduction in EPS for the years 2024 through 2027 would be NT\$0.25, NT\$0.48, NT\$0.23, and NT\$0.08, respectively.	NT\$256,500 thousand. The estimated expenses to be recognized from 2025 to 2028 are NT\$62,344 thousand, NT\$117,562 thousand, NT\$56,644 thousand, and NT\$19,950 thousand, respectively. 2. Dilution Effect on Earnings Per Share (EPS): Based on the Company's current number of outstanding shares, the estimated reduction in EPS for the years 2025 to 2028 would be NT\$0.52, NT\$0.97, NT\$0.47, and NT\$0.17, respectively.
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(II) Name of Managers and Top 10 Employees Holding New Restricted Employee Shares as of the Publication Date of this Annual Report and the Status of Acquisition:

April 8, 2026

	Position (Note 1)	Name	Number of New Restricted Employee Shares	Number of New Restricted Employee Shares to the Total Number of Issued Shares (Note 4)	Restrictions Lifted (Note 2)				Restricted (Note 2)			
					Numb er of Shares (Note 6)	Issue Price (Note 5)	Monetary Issue Amount	Number of Shares with Restriction s Lifted to the Total Number of Issued Shares (%) (Note 4)	Number of Restricted Shares	Issue Price	Monetary Issue Amount	Number of Restricted Shares to the Total Number of Issued Shares (%) (Note 4)
Manager	CEO & President	Ya-nan Chen	190,000	0.15%	25,500	0	-	0.02%	164,500	0	-	0.13%
	Senior Associate Vice President	Hong-da Chen										
	Senior Associate Vice President	Yun-peng Chen										
	Senior Associate Vice President	Pei-lin Ho										
	Associate Vice President	Shu-chen Yu (Note 7)										
	Associate Vice President	Wan-ming Huang (Note 7)										
Employees (Note 3)	Senior Associate Vice President	Tong Wang	371,000	0.30%	45,900	0	-	0.04%	325,100	0	-	0.26%
	Senior Associate Vice President	Peng-cheng Zhang										
	Senior Department Director	Zheng-feng Yang										
	Senior Department Director	Xin-hui Zhang										
	General Plant Manager (Mainland China)	Chao Zhang										
	Department Director	Yu-jun Lin										
	Plant Manager (CSH CCJ)	Ke-ping Yu										
	Senior Manager	Yi-hua Wen										
	Senior Manager	Rong-xiu Xu										

Manager	You-mao Cai											
Manager	Yu-min Bao											
Manager	Xiang-yin Lin											
Manager	Dong-yang Hu											
Manager	Jun-hong Su											
Manager	Fang-qin Ning											
Manager	Jia-hong Cai											

Note 1: Includes managerial officers and employees (those who have resigned or passed away should be indicated). Individual names and job titles must be disclosed, but the allocation or subscription details may be presented in aggregated form.

Note 2: The number of columns may be adjusted based on the actual number of issuances.

Note 3: The top ten employees (excluding managerial officers) receiving restricted employee shares refer to non-managerial employees.

Note 4: The total number of issued shares refers to the number registered with the Ministry of Economic Affairs after amendments.

Note 5: The issuance price of the restricted employee shares was zero, as the shares were granted to employees free of charge.

Note 6: The number of released restricted shares includes cancelled shares.

Note 7: Due to an internal job re-assignment, the former Chief Financial Officer, Shu-chen Yu, was succeeded by Wan-ming Huang effective August 7, 2025.

VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies:

None.

VIII. Status of Capital Utilization Plans

- (I) Status of implementation of prior issuances or private placements of securities that have not yet been completed as of the end of the quarter preceding the publication date of this annual report:

Project Item	Funds Raised	Capital Utilization Plan	Implementation Status
Domestic Second Unsecured Convertible Corporate Bonds (Chenbro II)	NT\$804,000 thousand	Investment in Malaysian subsidiary and working capital replenishment	Due to supply chain disruptions, project progress has been delayed. The utilization of funds is expected to be completed by Q2 2026.
Domestic Third Unsecured Convertible Corporate Bonds (Chenbro III)	NT\$824,348 thousand		

- (II) Projects completed as of the end of the quarter preceding the publication date of this annual report, or within the most recent three years, for which the expected benefits have not yet been realized: None.

Chapter 4

Operational Overview

- I. Business Activities
- II. Analysis of the Market as well as Production and Marketing Situation
- III. Number of Employees in the Past 2 Years up to the Publication Date of the Annual Report
- IV. Environmental Protection Expenditure
- V. Labor-management relations
- VI. Infocomm Security Management
- VII. Important contracts

Chapter 4 Operational Overview

I. Business Activities

(I) Scope of business

(1) Principal business activities

Computer software design engineering.

Import and export trade of computer supplies and peripheral equipment.

Research and development, manufacturing, processing, and trading of computer peripheral equipment and its supplies, consumables, main parts, and systems.

(2) The proportion of revenue of main products (2025)

Unit: NT\$ thousands

Main products	Revenue	Proportion of revenue (%)
Server chassis and peripheral products	21,833,327	99%
Personal computer chassis	168,013	1%
Total	22,001,340	100%

(3) The products of the Company

- Personal computer chassis and components.
- Industrial computer chassis and components.
- Server chassis and components.
- Computer peripheral equipment.

(4) New products planned to be developed

Category	Product specification
Storage	◆ PCIe Gen.6 Storage: Develop all-flash servers supporting PCIe Gen.6 E1.S, E3.S and U.2 modules ◆ AI High-Density Storage: Develop ultra high-density storage systems optimized for AI model training and large-scale inference datasets
Cloud application (Cloud)	◆ With 19" EIA rack, 1RU/2RU general chassis, based on OCP DC-MHS specification single/dual-socket applications, through high modularization to support cloud application scalability requirements, through innovative thermal design to support next-generation Intel/AMD/Nvidia CPU and GPU with over 600W TDP support ◆ With 21" OCP rack, 2OU general chassis, based on OCP DC-MHS specification single/dual-socket applications, through modularization to support different cloud application requirements, compatible with Intel/AMD/Nvidia over 600W TDP applications support ◆ 1RU/2RU L6 quasi-server products based on cloud applications
Edge	◆ With 19" EIA rack, 1RU/2RU/3RU Edge general chassis upgraded to support next-generation Intel/AMD/Nvidia CPU and GPU, NVMe PCIe Gen.6 storage support ◆ 1RU/2RU/3RU L6 quasi-server products based on edge computing applications
Artificial Intelligence (AI)	◆ Next-generation platform: Fully support NVIDIA Vera Rubin series, and initiate early-stage chassis architecture development and forward-looking research for next-generation Feynman platform

Category	Product specification
	♦ Ultra high U: Develop 10U/12U and above AI computing chassis designed for large-scale GPU clusters, optimizing cabling space and heavy-load structural strength for large-scale GPU clusters ♦ Ultra-wide design: Develop chassis supporting ORW Open Rack Wide standard, greatly improving internal component density, airflow cooling efficiency and maintenance convenience
Rack	♦ AI full liquid cooling rack: Develop fully liquid-cooled integrated racks compatible with NVIDIA MGX Rack and AMD Helios architecture ♦ CDU rack: High-efficiency cooling and noise reduction, develop intelligent cooling racks integrating liquid cooling manifolds and high-efficiency low-noise racks
Platform Ecosystem	♦ NVIDIA: Fully validate Vera Rubin NVL72 architecture, and conduct thermal simulation and structural validation for extreme cooling requirements of future Feynman chips ♦ AMD: Support 6th generation EPYC Venice Zen 6 CPU platform, and compatibility validation for Instinct MI450/MI500 Helios AI rack systems ♦ Intel: Fully compatible with Oak Stream server platform
The total R&D expenditure is estimated to account for 2% to 4% of the total revenue of 2026, which is the same as the previous year.	

(II) Industry Overview

(1) Current Status and Development of the Server Industry

In 2025, driven by the rapid development of Generative AI and large language model LLM technologies, the global server market continues to experience strong growth. Demand for high-computing-power AI servers has surged, with major cloud service providers such as Amazon AWS, Microsoft Azure, Google Cloud, and Meta actively expanding AI data center computing capacity, driving rapid growth in demand for AI training and inference servers. According to MIC market research reports, shipments are optimistically expected to exceed 3.2 million units by 2027, with a compound annual growth rate CAGR as high as 24.7%. This growth momentum mainly comes from enterprises actively expanding AI training platforms and the trend of small and medium-sized enterprises adopting edge AI technologies. At the same time, generative AI applications such as ChatGPT further drive demand for multi-GPU servers, making high-end GPUs such as NVIDIA H100 and B200 the market mainstream. FPGA and ASIC accelerator cards are also playing an increasingly critical role in the inference field and are expected to become new growth pillars in the AI server market.

However, despite the continued strong demand for AI servers, the server market still faces multiple challenges. According to DIGITIMES Research reports, global server shipments from 2024 to 2029 are conservatively estimated to have a CAGR of only 4%. In 2025, due to uncertainties in the global economic environment, including possible tariff policies by newly elected U.S. President Donald Trump and geopolitical tensions between the U.S. and China, the recovery of the server market may be constrained, with annual shipment growth expected to reach only 3.9%. In addition, although the rapid adoption of generative AI has created new opportunities, it has also intensified capacity pressure, especially in high-end AI server demand. The booming development of the generative AI market has not only driven growth in the server market but also reshaped the overall market landscape. OpenAI's market share declined from 50% in 2023 to 34% in 2024, while Anthropic's share increased from 12% to 24%, and Google and Meta continue to expand their deployments, indicating that multi-model strategies have become mainstream in enterprise AI applications. At the same time, enterprises on average adopt more than three models, reflecting a new trend from single-model to multi-model collaboration in the AI market and creating diversified demand for the server market.

(2) Upstream, Midstream, and Downstream Relationships of the Server Industry

The server industry covers hundreds of precise and indispensable key components. Taiwan, leveraging its strong manufacturing capabilities and complete industrial chain, has established itself as a core global supply base in the server market. Taiwan's industry chain is extensive, ranging from upstream processor chip foundry and packaging processes to midstream thermal modules, vapor chambers, liquid and air cooling devices, high-frequency copper-clad laminates, rails, remote management chips, and power supplies, and extending to downstream system design and contract manufacturing assembly. In server design and production, Taiwanese manufacturers, with technological innovation and efficient manufacturing capabilities, have become an important pillar of the global market.

The upstream segment includes core components such as processors CPU and GPU, memory modules, power supplies, and thermal modules. Taiwanese companies possess leading technologies in thermal solutions, liquid cooling modules, and server chassis design, becoming indispensable pillars of the global server industry. Especially in liquid cooling technology, Taiwanese manufacturers demonstrate outstanding R&D capabilities, providing efficient cooling solutions for data center servers.

The midstream industry is mainly composed of ODM manufacturers and server brand vendors, responsible for system assembly and customized design. With the rapid growth of the cloud data center market, midstream players are actively investing in AI server development to meet the urgent demand for high-performance computing equipment. Chenbro, with its design and manufacturing capabilities in server chassis, effectively connects and integrates the upstream and midstream, playing a key role in the industry chain. By integrating upstream components through chassis design, Chenbro provides customized solutions, assisting customers in quasi-systems L6, full systems L10, and rack systems L11 to L12 integration. Through its unique industry position, Chenbro has built a complete and efficient supply chain system connecting upstream and downstream, ensuring stable supply in the server market while significantly enhancing global competitiveness, and actively participating in integration fields such as data center networks and storage equipment.

The downstream industry mainly consists of global major cloud service providers and data center builders, including AWS, Google, Meta, Microsoft, and Oracle. These companies either cooperate with system integrators or adopt the ODM Direct model to procure servers directly from contract manufacturers, gradually weakening the market influence of traditional brand vendors and further increasing the market share and competitiveness of ODM manufacturers.

Entering 2025, Taiwanese server companies continue to increase their importance in global data center construction and server integration markets, especially in liquid-cooled servers and edge AI servers, becoming major sources of global supply. With the advancement of AI technology and increasing demand for high-performance equipment in data centers, Taiwan's server industry will continue to deepen technological R&D and market deployment, playing an even more critical role in the global supply chain. As an indispensable part of the server industry chain, Chenbro leverages its integration capability linking upstream and downstream to continuously develop server solutions that meet market demand. In the future, Chenbro will rely on its technological leadership and market flexibility to play a more important role in the global server market, supporting the deepening of AI applications and further expansion of data center construction.

(3) Product Development Trends and Competitive Landscape

Diversified Development of AI Servers

The AI training server market is currently dominated by NVIDIA and AMD. NVIDIA's high-end GPUs such as H100 and B200 have become standard configurations in data centers, while AMD has also launched next-generation CPUs to capture the server market and accelerate AI model training and inference applications. ODM manufacturers are actively launching AI training servers to meet the urgent demand for high-performance computing. Chenbro continues to collaborate with international companies such as NVIDIA, AMD, and Intel to grasp their latest product development roadmaps, enabling rapid response to market demand and bringing greater flexibility and efficiency to server product design and manufacturing, while continuously enhancing product differentiation and competitiveness. In addition, as an NVIDIA MGX partner, Chenbro cooperates with NVIDIA to develop next-generation MGX server chassis, improving computing power and flexibility of AI servers, not only meeting data center demands for high-performance computing but also providing enterprises with complete solutions for AI training and inference.

Rise of Edge AI Servers

With the rapid development of IoT technology and the sharp increase in demand for edge computing, enterprises are accelerating the adoption of edge AI servers and gradually using them as key support for improving computing performance and data processing efficiency. Edge data centers have become one of the important scenarios for AI applications. According to market research, the shipment growth rate of edge

AI servers reached 30% in 2024, and in the next three years, edge AI servers will continue to be one of the key growth drivers of the market. Leveraging its expertise in modular design, Chenbro provides customized server products for edge computing needs, further strengthening its leading position in the edge AI market.

Liquid Cooling Technology Becomes Mainstream

As the computing power demand of AI servers continues to increase, their power consumption and heat generation also rise accordingly. Traditional air cooling can no longer fully cope with the thermal challenges brought by high-density computing, making liquid cooling solutions increasingly prominent. Water cooling and immersion cooling solutions have been widely adopted in global high-density data centers and are regarded as standard configurations for future data center design. According to market estimates, the penetration rate of liquid-cooled servers will exceed 30% in 2025, providing more efficient and cost-effective cooling for data centers. Server manufacturers continue to introduce various direct and immersion liquid cooling solutions, further promoting diversified development of the liquid cooling market. Chenbro is also actively cooperating with customers to develop next-generation liquid-cooled server chassis, providing high-performance and reliable cooling solutions for data centers and continuously promoting the global adoption and application of liquid cooling technology.

(4) Future Outlook

Looking ahead to 2026, the global server market will continue to be driven by AI technologies. With the deepening of generative AI, cloud computing, and edge computing applications, data center construction and demand for high-performance computing are expected to expand steadily. Leveraging its complete server supply chain and manufacturing advantages, Taiwan, together with close collaboration with international chip companies, will continue to accelerate the development of next-generation AI servers and liquid cooling technologies, maintaining its key role as a global supplier.

As a leading global provider of electromechanical integration solutions for the cloud industry, Chenbro continues to deepen strategic cooperation with international companies such as NVIDIA, AMD, and Intel, grasp the latest product development trends, launch next-generation server chassis products, respond rapidly to market demand, and improve design flexibility and production efficiency to strengthen overall competitiveness. Through modular design and high customization capabilities, Chenbro provides diversified and flexible solutions to meet the needs of global cloud service providers and data center customers, further consolidating its market position.

In terms of operational deployment, in response to geopolitical factors and global supply chain restructuring trends, Chenbro continues to promote a global manufacturing localization strategy. Through capacity expansion at the Shulin plant and the establishment of new production capacity in the United States and Malaysia, it enhances local supply and real-time service capabilities, strengthens supply chain resilience, and lays a solid foundation for mid- to long-term operational growth.

Overall, the expansion of AI applications, the adoption of liquid cooling technology, and the increase in edge computing demand will continue to be key drivers of growth in the server industry. Leveraging its integration capabilities and technological advantages in the industry chain, Chenbro is expected to maintain a leading position in the global server market and, with the expansion of AI application demand, further enhance its competitiveness and influence in the global server chassis market.

(III) Technology and R&D

(1) Costs of research and development during the current year and as of the date of the annual report

Unit: NT\$ thousands; %

Item	Year	2025 (Note 1)
R&D expense		406,625
Revenue		22,001,340
R&D expense as a percentage of revenue (%)		2%

Note 1. The data is based on the consolidated statement of comprehensive income prepared in accordance with International Financial Reporting Standards. As of the printing date of the annual report, there is no financial information for the first quarter of 2026 that has been audited or reviewed by independent auditors; therefore, only the 2025 data is disclosed.

(2) Technologies or Products Successfully Developed

The Company's R&D strategy is driven by product development methodology and system architecture, advancing technological development from four key aspects: market-driven approach, manufacturing and quality, differentiated value, and technology deepening. Through product roadmaps and competitive analysis, combined with conceptual engineering methods to deeply understand user scenarios and needs, the Company continuously develops innovative products. In addition, through collaboration and exchange with customers and strategic partners, it strengthens market-oriented R&D capabilities and product competitiveness.

In terms of manufacturing and quality management, the Company has introduced LCIM lean management mechanisms and established a Quality Management System QMS. During the R&D stage, quality control is conducted through methods such as DFMEA, DFX, DFA, and SPC to ensure the stability of product design and manufacturing processes. At the same time, the Company continues to evaluate the introduction of automation and smart manufacturing to balance production efficiency, quality improvement, and the sustainable development goals of energy saving and carbon reduction.

In terms of differentiated value, the Company continues to promote modular design and expand the scale of its common parts library to enhance product versatility and design standardization. This strengthens economies of scale and effectively controls costs, while maintaining flexibility for both high-mix low-volume and mass production. In addition, by introducing UX/UI design concepts, the Company enhances overall user experience and added value, while continuing to emphasize the deployment and protection of intellectual property rights. As of 2025, a total of 549 patents have been obtained in Taiwan, the United States, and Mainland China.

In terms of technology deepening, the Company continues to promote technological advancement through the Six Sigma methodology for technology and engages in forward-looking R&D through industry-academia collaboration. In new material applications, the focus is on high-strength lightweight and environmentally friendly materials to improve structural performance and data center operational efficiency. In manufacturing technology, the Company develops smart manufacturing and cross-domain integration capabilities. In emerging technology fields, it focuses on the impact of AI, storage, 5G, and edge computing on server architecture, and continues to develop high-performance systems and modular mechanical designs to maintain technological leadership.

In 2025, the Company has successfully developed multiple new products, covering AI server chassis, general-purpose server chassis, customized high-performance computing and storage server chassis, switch chassis, rack systems, and liquid cooling-related equipment. These products support diverse application scenarios ranging from 1U, 2U, 4U to high-density rack systems, demonstrating the Company's comprehensive product portfolio and integration capabilities in AI and high-performance computing.

In terms of intellectual property, in 2025 the Company added 17 new global patent applications, including invention, design, and utility model patents. These technologies cover server chassis, rack structures, thermal modules, and related mechanical designs, continuously strengthening the protection of the Company's core technologies and its competitive advantages.

(IV) Short- and long-term business development plans

Chenbro takes agile service as its core, providing professional mechanical integration services, connecting cross-domain resources and professional teams, rapidly responding to customer needs, creating forward-looking server mechanical solutions, and assisting customers in improving overall server performance.

Short-term Plan: Deepen existing CSP customer services, enhance AI server automated production technology, and meet ESG requirements

1. Establish dedicated technical and operation support for customers: Through rapid response and efficient service, enhance customer stickiness and depth of cooperation.
2. Focus on AI computing needs of existing CSP customers: Utilize global localized production supply, combined with automated lean production efficiency and manufacturing technology, to support the rapid growth of high-end AI server products and assist cloud service customers in timely deployment of data centers.
3. Introduce recycled material manufacturing processes: Prioritize the use of recycled steel for chassis and structural components in coordination with customers, and ensure compliance with ESG requirements to reduce resource consumption.

Long-term Plan: Global localized production, expand new customers, and integrate sustainable design.

1. Promote global manufacturing localization strategy: Establish local assembly or manufacturing bases in the United States and Malaysia to serve customers nearby, reduce transportation carbon emissions, and improve regional supply efficiency to meet global customer needs.
2. Serve more emerging global customers: Expand application markets in industries such as AI, 5G, and smart manufacturing, and provide customized server solutions and technical support.
3. Integrate cross-domain application server chassis design: Combine application needs such as AI computing, storage, edge computing products, and general-purpose servers to launch highly compatible, modular, scalable, and easy-to-maintain chassis systems, enhancing flexibility and environmental value.

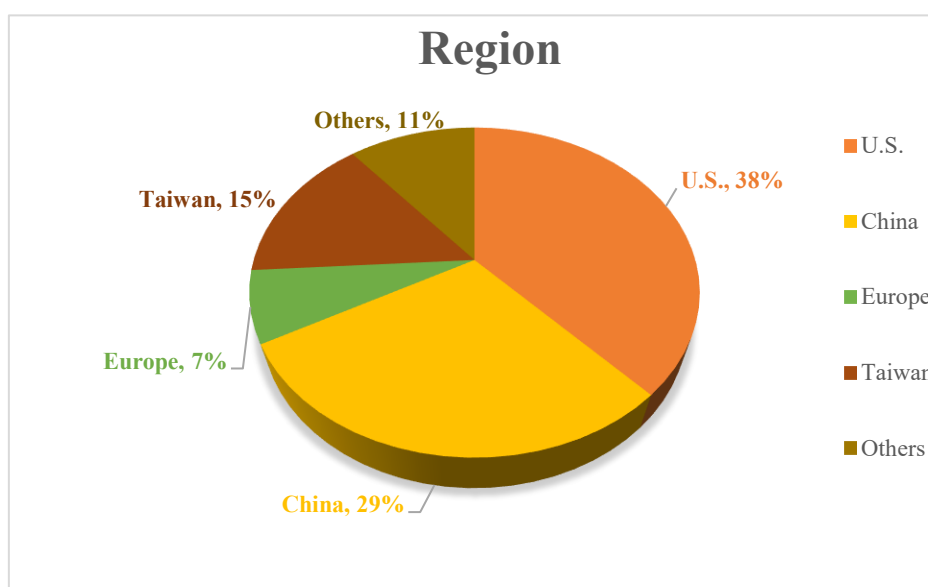
II. Analysis of the Market as well as Production and Marketing Situation

(I) Market analysis

(1) Main products (services) marketing (provision) regions

Unit: in NT\$ thousands

Region	Sales revenue	Percentage
U.S.	8,256,746	38%
China	6,454,554	29%
Taiwan	3,204,905	15%
Europe	1,549,617	7%
Others	2,535,518	11%
Total	22,001,340	100%



(2) Market shares

Chenbro continues to focus on the white-box server market, working with system integrators to jointly serve cloud service providers and telecom customers, and further expanding the server end-application market through cooperation with ODM and brand vendors, continuously increasing its global market share.

In 2025, benefiting from the continued growth in generative AI and high-performance computing demand, end customers maintained strong demand for AI servers and general-purpose servers, driving steady growth in overall shipments. Chenbro continues to cooperate with NVIDIA to promote MGX server chassis solutions, providing highly customized products and services, deepening its presence in the AI server market, further driving revenue growth, and strengthening its competitive advantage in the industry chain.

(3) Future Market Supply and Demand and Growth

According to MIC research reports, the main growth driver of the global server market comes from AI server demand, especially with the rapid expansion of AI training and inference applications, enterprises'

demand for high-computing-power servers continues to increase. Major cloud service providers continue to expand data center investments, driving stable overall market growth.

In 2025, cloud providers continue to expand AI server deployment, while initiating a new round of upgrade demand for general-purpose servers. With the gradual adoption of the DC-MHS architecture and NVIDIA MGX modular platform, the degree of server design standardization has increased, effectively shortening product development cycles and improving supply efficiency, further driving market demand recovery.

In addition, according to DIGITIMES Research, the high-end AI server market remains in a state of supply shortage. Major cloud providers, including Microsoft, Google, Meta, and Amazon, continue to expand procurement scale, driving growth in AI server shipments. Overall, the proliferation of AI applications, expansion of cloud demand, and development of edge computing will continue to support the mid- to long-term growth momentum of the server market.

(4) Competitive Advantage

In terms of competitive advantages, Chenbro is a leading brand of electromechanical integration solutions in the global cloud industry. Its products cover server chassis to electromechanical integrated systems and possess quasi-system integration capabilities, enabling it to provide highly customized solutions based on customer needs.

The Company continues to deepen cooperation with AMD, Intel, and NVIDIA, and develops three major business models: Joint Design Manufacturing JDM/ODM, Off-the-Shelf OTS products, and OEM Plus value-added services, to meet diverse market needs and strengthen competitive advantages. In addition, Chenbro holds a leading position in modular design, and actively expands its presence in AI and data center markets through DC-MHS and MGX platform product development.

At the same time, the Company promotes the Reference Motherboard Program, conducting motherboard testing and validation in advance to accelerate product introduction timelines and enhance the stability and reliability of overall solutions.

In terms of global deployment, in response to geopolitical factors and supply chain restructuring trends, Chenbro continues to promote the global manufacturing localization strategy, including capacity expansion at the Shulin plant and the establishment of new facilities in the United States and Malaysia, enhancing local service capabilities and supply chain resilience to support mid- to long-term business development.

(5) Favorable and Unfavorable Factors for Future Development and Countermeasures

①Favorable Factors

With the continuous expansion of applications such as generative AI, 5G, AIoT, cloud computing, and edge computing, demand in the server market maintains growth momentum. Major cloud service providers continue to increase investment in AI infrastructure, and enterprise demand for edge AI is also gradually rising, driving the development of emerging application scenarios.

Leveraging its modular design capabilities and high level of customization, Chenbro can provide server chassis solutions with both high compatibility and differentiation. Through cooperation with ecosystem partners, it continues to drive product innovation and technology upgrades, strengthening long-term competitiveness.

②Unfavorable Factors and Countermeasures

In 2025, the global market still faces challenges such as inflation pressure, geopolitical risks, and supply chain uncertainties, which may affect the pace of industry development.

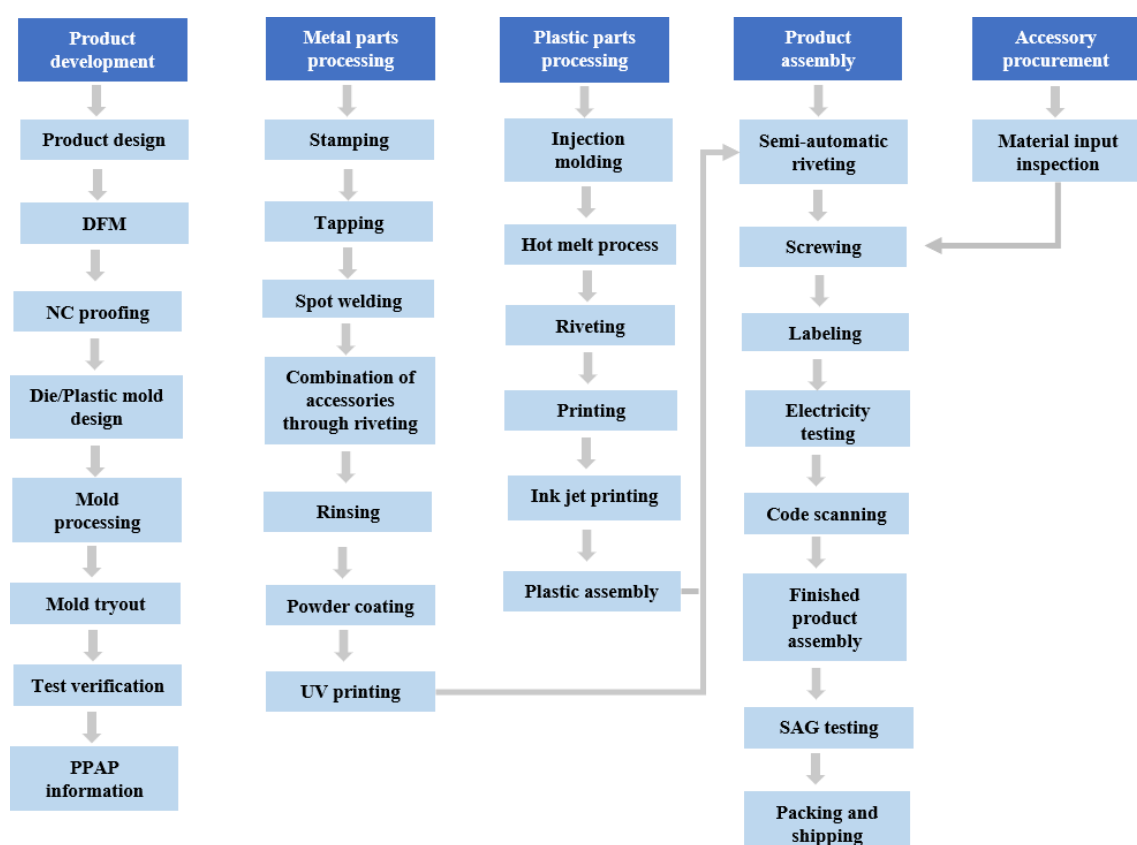
To address these risks, Chenbro enhances operational flexibility and reduces cost structure risks through diversified business models and smart manufacturing transformation, while maintaining close cooperation with global customers to promptly grasp market changes and demand trends. At the same time, it continues to deepen JDM/ODM, OTS, and OEM Plus models, providing diversified customized solutions, and promotes automated production and supply chain optimization to enhance overall operational resilience and competitiveness.

(II) Major applications and processes of major products

(1) Key applications of main products

Computer host chassis is the main component necessary to compose all kinds of computers (personal computers, workstations, servers, etc.).

(2) Production process of main products



(III) Supply of key materials

Chenbro's main raw materials include stamped metal components, power supplies, cooling fans, rails, PCBA, cables, plastics, die-casting parts, and others. The Company's raw material suppliers are mostly major domestic and international manufacturers with strong quality and reputation in the industry. In addition, they have maintained long-term cooperation with the Company and are reliable suppliers, ensuring stable raw material supply and providing the Company with competitive advantages.

(IV) Customers with 10% or more of total procurement/sales, amount, and percentage in any given year within the most recent two years

1. Customers with 10% or more of total procurement/sales, amount, and percentage in any given year within the most recent two years

Major customers in the past two years

Unit: in NT\$ thousands

Item	2025				2024			
	Customer name	Amount	Percentage in total net supply (%)	Relationship with the Company	Customer name	Amount	Percentage in total net supply (%)	Relationship with the Company
1	Customer E	2,544,204	12%	5	Customer E	696,240	5%	5
2	Customer C	2,424,285	11%	5	Customer C	2,090,354	14%	5
3	Customer A	2,292,055	10%	5	Customer A	2,214,078	15%	5
4	Customer B	2,191,985	10%	5	Customer B	2,430,857	17%	5
5	Customer D	1,784,237	8%	5	Customer D	1,492,590	10%	5
	Others	10,764,574	49%		Others	5,593,066	39%	
	Net sales amount	22,001,340	100%		Net sales amount	14,517,185	100%	

Note 1. Note 1: Name of the customer with more than 10% of the total sales amount in the last two years and the amount and proportion of the sales. Due to the contractual agreement, the name of the sales or the object of the transaction may not be disclosed, and individuals and non-related parties may be disclosed in code names.

Note 2. 1. Subsidiaries 2. Other investee companies evaluated by equity method 3. Other substantial related parties 4. Major shareholders holding more than 10% of shares 5. None.

2. Names of suppliers that accounted for more than 10% of the total procurement in any of the last two years, the procurement amounts, and proportions: There had been no suppliers that accounted for more than 10% of the Company's total procurement in the last two years.

III. Number of Employees in the Past 2 Years up to the Publication Date of the Annual Report

April 7, 2026

Year		2024	2025	Current year until March 31, 2026
Number of employees	Direct employee	1,669	2,517	2,385
	Indirect employee	742	817	850
	Total	2,411	3,334	3,235
Average age		36.98	34.38	34.56
Average year of services		3.46	3.45	3.37
Education distribution	Doctorate degree	1	1	1
	Master's degree	116	124	126
	Bachelor's degree	421	528	540
	Associate's degree	242	297	299
	Senior high school	458	660	590
	Below senior high school	1,173	1,724	1,679

IV. Environmental Protection Expenditure

- (I) In the most recent year and up to the publication date of the annual report, losses suffered due to environmental pollution (including compensation and environmental protection audit results that violate environmental protection laws and regulations, the penalty date, document number, laws and regulations violated, content of violations, and content of penalty), the estimated amount that may be incurred at present and in the future, and countermeasures shall be disclosed. If it cannot be reasonably estimated, the reason that it cannot be reasonably estimated shall be explained:

The Company has not incurred any losses due to environmental pollution nor been subject to any violations identified through environmental protection inspections.

- (II) In response to the management measures of the Restriction of Hazardous Substances Directive (RoHS), the Company has assigned dedicated personnel to be responsible for planning and implementation, provided them with relevant education and training, who have obtained relevant certification documents, and guided suppliers to establish a green supply chain and perform audits regularly, which has passed customers' qualification certification. In the future, the Company will continue to invest in manpower and take countermeasures to prevent losses. The Company is also committed to introducing new technologies and innovative capabilities to reduce negative impacts on the environment. Some of the projects that have been implemented are as follows:

Management measures in response to the Restriction of Hazardous Substances RoHS Directive include establishing dedicated personnel responsible for planning and implementation, providing relevant education and training and obtaining related certification documents, assisting suppliers in establishing a green supply chain and conducting regular audits, and have successively passed customer qualification certifications. In the future, the Company will continue to invest in manpower and adopt preventive measures to avoid the occurrence of losses, and is committed to introducing new technologies and innovative capabilities to reduce negative environmental impacts.

- (III) Future countermeasures (including improvement measures) and possible expenditures (including the estimated amount of losses, response, and compensation that may occur if countermeasures are not taken. If it cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be explained:

In the current year, the Company has continued to invest in environmental protection expenditures at the CTW plant to improve energy efficiency and reduce environmental impact during operations. The major environmental investment project in 2025 is the installation of a solar power generation system at the CTW plant, with a total investment amount of NTD 6.2 million including tax. The facility has been officially put into operation in 2025 and is expected to increase the use of renewable energy and reduce future operating electricity costs and carbon emissions.

V. Labor-management relations

- (I) The Company's various employee benefit measures, continuing education, training, employee work environment and personal safety protection measures, pension system and its implementation status, labor-management agreement status, and various employee rights protection measures

(1) Working Hours and Leave System

- In compliance with labor-related laws and regulations, working hours are eight hours per day and two days off per week, with flexible working hours allowing employees to arrange their schedules within established guidelines based on personal needs.
- In accordance with the Labor Standards Act and the Act of Gender Equality in Employment, in addition to annual leave and personal/sick leave, employees are granted special leave such as marriage leave, maternity leave, paternity leave, bereavement leave, menstrual leave, and family care leave.
- The Company respects employees' leave rights, with the minimum leave unit set at 30 minutes, allowing flexible and full utilization of various leave types.
- Both male and female employees may apply for parental leave without pay in accordance with the Act of Gender Equality in Employment.

(2) Employee Activities

The Employee Welfare Committee, centered on employee well-being, carefully plans various activities and welfare facilities to create a lively working environment and boost employee morale. The Company received the Sports Administration Sports Enterprise Certification in 2018, 2020, and 2023, the CHR Corporate Health Citizen Award from Common Health Magazine in 2019, and the 17th TCSA Taiwan Corporate Sustainability Award Workplace Well-being Leadership Award in 2024. Since 2022, the Company has continuously participated in the "TALENT, in Taiwan" Sustainability Talent Alliance organized by CommonWealth Magazine.

(3) Diverse Employee Benefits

In addition to holiday bonuses, birthday and wedding gifts, year-end banquet, free annual employee travel, arts and education subsidies, and bereavement support, other benefits include:

- Diverse welfare activity programs designed to provide thoughtful and diversified services, enabling employees to work with peace of mind and enjoy life:
 1. Celebrations: birthday parties, festive events such as Christmas, Lunar New Year, Mother's Day, etc.
 2. Culture and travel: art performances, film festivals, family day, employee travel, study tours, and family activities.
 3. Public welfare activities: promoting technology, music, and environmental education programs, sponsoring Peking opera heritage, supporting eco-friendly agriculture, and environmental sustainability activities.
 4. Sports and health: the Company hires occupational physicians and nurses to provide regular consultation services, installs blood pressure monitors and body fat analyzers, and provides various sports equipment to promote employee health. The Company also organizes celebrity lectures, massage and relaxation benefits, and club activities, including badminton, yoga, running, dance, and walking clubs. In addition to regular activities, clubs actively participate in external events and engage with the community. In 2025, Chenbro organized various health activities such as gym triathlon competitions, sports tournaments, and health and fat reduction point programs.
 5. Reading resources: the Company library collaborates with the AAEON Foundation, regularly updating book carts monthly to provide more learning resources and knowledge, and provides DIGITIMES membership accounts for employees to access the latest industry news and technology.
 6. Family-friendly workplace: Chenbro provides childcare and long-term care subsidies, contracts with childcare institutions, and offers two days of paid family care leave per year to reduce employees' caregiving burden and promote work-life balance. In 2025, 20 employees used paid family care leave; 49 employees received a monthly childcare subsidy of NT\$3,000; and 21 employees received a monthly long-term care subsidy of NT\$3,000. The Company also collaborates with partner enterprises to form a family-friendly workplace alliance, organizing family education seminars and parent-child activities.

7. Sit-stand desks: improve issues such as lower back pain, sciatica, and shoulder and neck stiffness, providing a more ergonomic work environment.
 8. Vegetarian meal options: promote employee health while supporting carbon reduction and environmental protection by reducing carbon emissions.
- Health checkups and comprehensive employee insurance to ensure employees and their families can work and live with peace of mind:
 1. Group insurance: life insurance, accident insurance, hospitalization insurance, medical insurance, cancer insurance, and occupational accident insurance to enhance employee protection.
 2. Dependent insurance: optional self-paid group insurance coverage for dependents.
 3. Health checkups: annual health checkups exceeding regulatory requirements, offering diversified packages, with dependents also eligible to participate at their own expense. Physicians and nurses provide analysis, individual health guidance, and care based on results. In 2025, the employee health checkup completion rate of the Chenbro Group exceeded 98%.
 - Employee stock ownership trust program: A welfare system that combines savings and investment concepts, encouraging employees to work together with the Company to create strong performance and share operating results.
 - Retention incentive program: Introduction of restricted stock to provide long-term incentives for mid- and senior-level management, granting rewards based on future performance and allowing employees to share in the Company's profitability.

(4) Employee Working Environment and Personal Safety Protection Measures

The Company establishes work rules based on operations at each workplace and complies with local regulations to ensure employee safety. All policies and measures are available on the Company's internal website for employee reference.

Item	Implementation Measures
Regulatory Identification	◆ Regularly identify applicable regulations and track their applicability at plant sites; a total of six occupational safety and health regulatory changes were assessed, reviewed, and brought into compliance. ◆ A total of 8 occupational safety and health regulations were updated this year. ◆ The QinKun plant regularly identifies applicable laws and regulations; in 2025, a total of 199 items were recorded, all reviewed and effectively promulgated.
Occupational Safety and Health Education and Training	◆ For occupational hazard items required by regulations, all relevant personnel have obtained legally required operation qualifications. ◆ The Chiayi plant conducts training, including general training and occupational hazard prevention training, establishes internal and external communication channels to ensure employee and supplier rights, and performs timely review, improvement, and tracking. ◆ In accordance with occupational safety and health training regulations, all relevant personnel obtain required certifications and participate in regular retraining. ◆ The Chiayi plant conducts 3 hours of in-service occupational safety training every 3 years for employees; in 2025, a total of 306 employees completed training with a 100% completion rate. ◆ The QinKun plant conducts regular training, including safety and occupational health training; all relevant employees obtain legally required certifications and undergo retraining; forklift operators: 21; first aiders: 9; working-at-height operators: 5; electricians: 5; welders: 7; radiation material operators: 3; new employees receive 24 hours of three-level safety training before starting work, with a 100% coverage rate in 2025. ◆ The Jinan plant conducts regular safety training, with 110 participants. ◆ The Chiayi plant obtained ISO 45001:2018 certification in 2023 and successfully completed annual external audits; certificate validity is from November 2023 to November 2026. ◆ The QinKun plant obtained ISO 45001:2018 certification, valid from January 2026 to January 2028.

Item	Implementation Measures
Risk Identification and Assessment	◆ Conduct workplace hazard identification, implement risk classification management, tracking and control, identify improvement opportunities, and perform risk assessment. ◆ A total of 106 unacceptable risks were identified and included in action plans for improvement tracking.
Change Management	◆ Completed 10 change management cases, with 0 near-miss incidents caused by change management.
Chemical Management	◆ A total of 63 hazardous chemicals were identified; quarterly updates of the hazardous chemical inventory ensure accurate tracking of types, usage, and storage. ◆ Three priority controlled chemical declarations under Article 2 were completed on 2025/08/07. ◆ Hazardous chemicals are managed by classification using workplace monitoring, ECETOC TRA tools, saturated vapor pressure models, no-ventilation estimation models, and CCB; all results were Level 1 (maintain current status). ◆ During plant inspections, random checks are conducted to verify hazard labels on chemical containers. ◆ To ensure safe use of hazardous chemicals, reduce health impacts, fire/explosion risks, and environmental pollution, low-hazard chemicals are prioritized and control measures and procedures are established. ◆ Provide hazard labels and SDS and supply protective equipment to ensure employees understand risks and protective measures.
Contractor Management	◆ A total of 318 contractor projects were executed, including 70 special operations (electrical, lifting, hot work, confined space, elevated work).
Personal Protective Equipment Management	◆ Conduct risk assessments based on workplace, operations, and potential hazards, and compile PPE requirement tables for training new employees to ensure safe operations. ◆ Update PPE management procedures with matrices of PPE types and work scenarios for procurement reference. ◆ During inspections, confirm employees wear appropriate PPE.
Emergency Response	◆ Conduct regular emergency drills, including fire evacuation, emergency response, food poisoning, and first aid drills to enhance safety awareness.
Occupational Hazard Prevention	◆ Investigate incidents with labor representatives and safety personnel, propose preventive measures, and disseminate findings to avoid recurrence.
Health Promotion and Management	◆ Organize employee activities to promote a healthy workplace culture and engagement. ◆ Promote workplace health programs and occupational health services, including risk assessment and health management. ◆ Provide daily 15-minute exercise sessions and regular group fitness activities. ◆ In 2025, 57 consultations were conducted at headquarters and 149 at Chiayi, including 7 mental health cases. ◆ Establish anti-sexual harassment policies and complaint mechanisms to ensure a safe workplace.
Office Work Safety and Protection Measures for Employees	◆ Implement access control systems requiring ID verification. ◆ Maintain 24-hour surveillance systems and security services. ◆ Provide ergonomic chairs and sit-stand desks. ◆ Encourage regular movement to reduce sedentary strain. ◆ Provide large monitors and adjustable stands. ◆ Ensure adequate lighting and organized workspaces. ◆ Conduct regular patrols by security personnel.

Item	Implementation Measures
Indoor Air Quality and Ventilation Equipment	◆ Maintain proper workspace planning, no-smoking policy, and separate equipment areas. ◆ Regularly inspect and clean ventilation systems. ◆ Maintain indoor air quality with temperature control, ventilation, and CO2 monitoring. ◆ Conduct semi-annual CO2 inspections in compliance with regulations.
Lighting	◆ Use LED lighting with anti-glare design. ◆ Conduct regular inspection and maintenance of lighting systems and maintain 5S workplace practices. ◆ Conduct semi-annual illumination inspections in compliance with standards.
Fire Safety	◆ Conduct public safety inspections every two years. ◆ Perform monthly fire equipment inspections and annual fire inspections. ◆ Develop fire safety plans and conduct semi-annual drills. ◆ Provide evacuation maps and clear signage. ◆ Provide fire safety training for new employees. ◆ Install compliant fire suppression systems. ◆ Ensure proper electrical system design to prevent overload. ◆ Conduct periodic inspections of electrical equipment to ensure safety

(5) Pension system and implementation

Pension system	Old system	New system
Applicable laws	Labor Standards Act	Labor Pension Act
Contribution method	Contribute 5% of the total monthly employee salary and deposit it into a dedicated account at the Bank of Taiwan (formerly Central Trust of China) under the Company's name.	Contribute 6% based on employees' insured salary level to individual accounts at the Bureau of Labor Insurance.
Contribution amount	The accumulated balance of the labor pension reserve is NT\$20,420 thousand (Note).	NT\$21,346 thousand was contributed in 2025.

Note: The reserve fund contributed with the balance of employee pensions actually paid deducted.

A. Defined benefit plans

1. In accordance with the Labor Standards Act, the Company has established a defined benefit pension plan, which is applicable to the years of service of all regular employees prior to July 1, 2005, when the Labor Pension Act was implemented, as well as the subsequent years of service for employees who elected to continue to apply the Labor Standards Act after its implementation. Pension benefits are calculated based on years of service and the average salary for the 6 months prior to retirement. For service years up to and including 15 years, two units are granted for each full year; for service years exceeding 15 years, one unit is granted for each additional year, with a maximum of 45 units. The Company contributes 2% of total monthly salaries to a pension fund, which is deposited in a designated account at the Bank of Taiwan under the name of the Labor Pension Reserve Supervisory Committee. Before the end of each year, the Company evaluates the balance of the pension reserve account. If the balance is insufficient to cover the estimated pension payments for employees eligible for retirement in the following year, calculated in accordance with the above method, the Company will make up the difference in a lump sum before the end of March of the following year.
2. The assets of the Company's defined benefit pension plan are managed by the Bank of Taiwan in accordance with the annual investment and utilization plan and within the scope of entrusted items specified in Article 6 of the Regulations for Revenues, Expenditures, Safeguard and Utilization of the Labor Retirement Fund (including deposits in domestic and foreign financial institutions, investments in domestic and foreign listed, OTC, or private equity securities, and investments in real estate securitization products). The utilization of the fund is supervised by the Labor Pension Fund

Supervisory Committee. The minimum annual return shall not be lower than the return calculated based on the two-year time deposit interest rates of local banks. Any shortfall, subject to approval by the competent authority, will be covered by the national treasury. As the Company has no right to participate in the operation and management of the fund, it is unable to disclose the classification of plan assets fair value in accordance with paragraph 142 of IAS 19. For the fair value of the total plan assets as of December 31, 2025 and 2024, please refer to the Labor Pension Fund utilization reports published by the government.

B. Defined contribution plan

- (1) Since July 1, 2005, the Company and its domestic subsidiaries have established a defined contribution pension plan in accordance with the Labor Pension Act, applicable to employees with ROC nationality. For employees who choose to apply the Labor Pension Act, the Company contributes no less than 6% of the employee's monthly salary to the individual pension account at the Bureau of Labor Insurance. Pension benefits are paid based on the balance and accumulated earnings in the employee's individual account, either as monthly payments or a lump sum.
- (2) Other overseas subsidiaries contribute pension or retirement reserves based on employees' salaries in accordance with local government regulations. These companies have no further obligations beyond making regular contributions.
- (3) For the years 2025 and 2024, the pension costs recognized by the Company and its domestic subsidiaries were NT\$21,346 thousand and NT\$17,688 thousand, respectively.
- (4) Micom-Source Holding Co., CLOUDWELL HOLDINGS, LLC., AMAC International Co., AMBER International Company, PROCASE & MOREX Corporation, and CLOUDWELL (USA) CORPORATION have not established employee pension plans or have no employees. In addition, for the years 2025 and 2024, the net pension costs recognized by Chenbro Mcom (USA) INC., Chenbro GmbH, CHENBRO (MALAYSIA) SDN. BHD., Ching Kun Technology (Kunshan) Co., Ltd., Xiang Yi Information Technology (Shanghai) Co., Ltd., Dongguan Qiansheng Electronics Co., Ltd., and Ching Kun (Jinan) Precision Technology Co., Ltd. in accordance with local regulations were NT\$54,277 thousand and NT\$48,996 thousand, respectively.

(6) Labor-management agreement

- A. Regular labor-management meetings are held to coordinate labor relations and promote cooperation.
 - B. An employee feedback platform "Voice of Chenbro" is established to strengthen employee grievance channels.
 - C. Management is conducted in accordance with the Labor Standards Act with a human-centered approach.
- (II) Losses incurred due to labor disputes in the most recent year and up to the date of publication of the annual report (including labor inspection results that violate the Labor Standards Act, and the date of penalty, the document number, the laws and regulations violated, the content of violations, and the content of penalty), and the estimated amount that may be incurred at present and in the future and countermeasures shall be disclosed. If it cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be specified:

QinKun Plant (CSH): On September 10, 2025, the Kunshan Municipal Market Supervision Administration issued an Administrative Penalty Decision Letter (Kun Market Supervision Penalty (2025) X00116). On May 4, 2025, an incident occurred at the plant in which a forklift operator in the stamping department violated operating procedures, resulting in one employee sustaining serious injury and one fatality. This incident violated Article 64, Paragraph 1, Item 1 of the Special Equipment Safety Supervision Regulations. The Company was fined RMB 185,000 and has paid the fine within the required deadline. The Company has also actively conducted root cause analysis and implemented corrective actions. In addition, the Company has reached reconciliation with the family of the deceased through communication and compensation. The family has agreed not to pursue further claims; therefore, there is no potential labor dispute arising from this incident.

VI. Infocomm Security Management

- (I) Information and Cybersecurity Risk Management Framework, Policies, Specific Management Measures, and Resources Invested in Information Security Management:

(1) Information and cybersecurity governance structure:

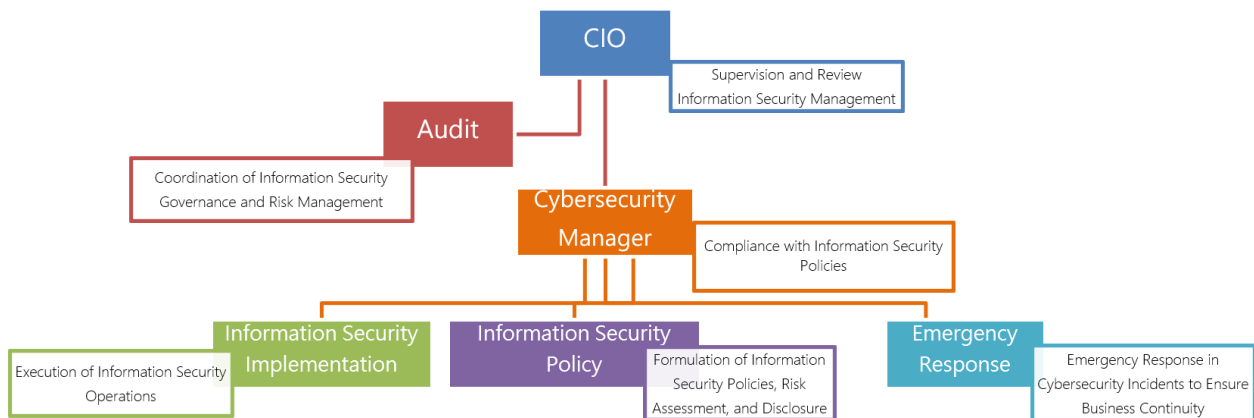
To ensure the effectiveness of information security management, the Company follows corporate governance principles and relevant regulations to establish a comprehensive cybersecurity governance structure. Information security is incorporated into the overall risk management and internal control system to ensure alignment between cybersecurity objectives and the Company's operational direction.

(2) ISO/IEC 27001:2022 certification:

To strengthen information security management, the Company has established and continuously operates an Information Security Management System based on the ISO/IEC 27001 international standard. The system covers relevant operations and information processing activities at both the headquarters and Chiayi plant, implementing systematic cybersecurity risk management and control mechanisms. The system has been independently audited and certified by a third-party certification body. In 2025, the Company obtained ISO/IEC 27001:2022 certification (scope: headquarters and Chiayi plant), with a validity period from June 18, 2025 to June 18, 2028.

(3) Corporate information security management organization:

To implement information security management, the Company has established dedicated units responsible for cybersecurity management to coordinate planning, execution, and supervision of information security-related matters. These units work in collaboration with various departments to ensure that cybersecurity policies and control measures are effectively implemented in daily operations. The organizational structure and responsibilities of each team are as follows:

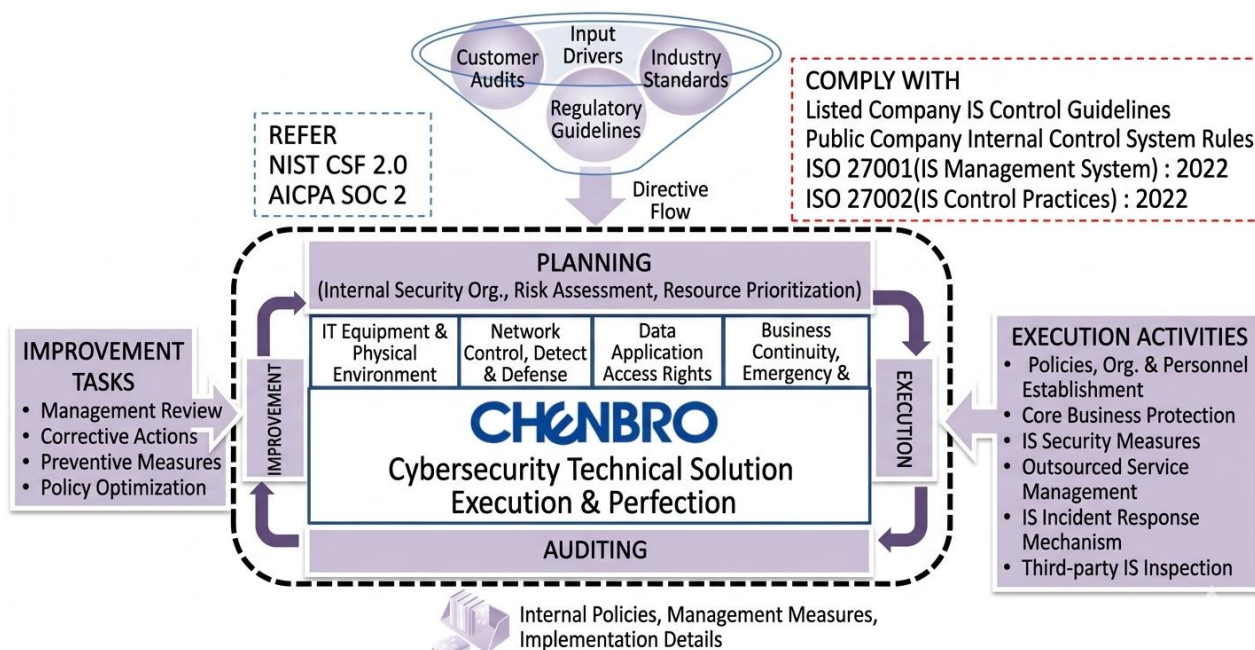


(4) Corporate Information Security Management Strategy and Framework:

To ensure the confidentiality, integrity, and availability of the Company's operations and customer information, the Company has formulated its "Information Security Management Policy" with reference to government regulations, ISO standards, customer audits, and industry best practices. Relevant regulations and operational procedures are incorporated into the Company's internal control system, and annual audits are conducted based on these requirements to reduce internal and external cybersecurity risks.

In terms of information security management policy, the Company adopts the Plan-Do-Check-Act (PDCA) cycle. A comprehensive security framework is established covering information systems and physical environments, network control, detection and defense mechanisms, data access authority management, business continuity planning, and disaster recovery. This ensures effective cybersecurity protection and risk monitoring and management, enabling all systems to operate securely, stably, and efficiently.

1. "Planning stage" focuses on establishing internal information security management mechanisms, implementing cybersecurity risk management, and prioritizing security initiatives. By addressing system, technical, and procedural aspects, the Company reduces internal and external cybersecurity threats, strengthens information security management, and meets customer requirements.
2. "Execution stage" focuses on identifying and protecting core business operations, implementing the information security management plan, and strengthening outsourced service management. Regular business continuity drills are conducted to ensure rapid recovery of core operations in the event of an attack with minimal loss. Third-party cybersecurity assessments are regularly commissioned to maintain the confidentiality, integrity, and availability of critical corporate and customer information assets.
3. "Check stage" focuses on reviewing the effectiveness of cybersecurity management and continuously optimizing security performance indicators based on audit results.
4. "Improvement stage" emphasizes review and continuous improvement, focusing on adjustments to information security policies. Based on audit findings and execution results, policies are optimized to ensure alignment with both corporate and customer requirements.



(5) Specific Management Measures:

1. “Information equipment usage management”: The Company has established and implemented a life cycle management system for information equipment. Regular inventory checks are conducted to clarify custody and usage responsibilities. Endpoint devices are strengthened with virus prevention and asset management controls to ensure availability.
2. “Physical and environmental security”: Access control to physical environments and equipment availability are managed in accordance with relevant policies to ensure that information systems can continuously operate in a secure and stable environment.
3. “Network control, monitoring, and defense”: Controls are implemented across network infrastructure, communication equipment management, and data transmission to prevent external network attacks and reduce the risk of data leakage. External networks of the Group are protected by firewalls, while internal network transmissions are also strengthened with monitoring and defense mechanisms to reduce hacking risks.
4. “Data application access control”: Management is implemented across system development, system access rights, system backup, and maintenance to ensure that systems are properly controlled from evaluation to production stages, with relevant records retained for subsequent optimization and maintenance. Outsourced service providers are also managed to ensure data security while meeting quality and schedule requirements.
5. “Business continuity and disaster recovery”: To enhance the availability of corporate data and information systems, the Company has strengthened its group-wide backup strategy and practices this year. Backup targets, frequency, and recovery mechanisms have been reviewed, and disaster recovery sites have been established for critical systems to reduce the impact of system failures or external attacks on business operations. A business continuity management mechanism has been established and regularly tested to maintain availability and reduce operational risks.
6. “Personnel management”: Access rights are granted based on employees’ daily duties and project responsibilities, providing only the minimum necessary information access required to perform their work. Access rights are reviewed regularly to ensure no conflicts or excessive privileges. Personnel onboarding includes necessary assessments and signing of relevant operational regulations, and participation in information security training to ensure employees understand their information security responsibilities. Ongoing cybersecurity awareness campaigns and training are conducted to embed security awareness into daily operations.

(6) Information Security Objectives of the Company:

1. Compliance with legal and regulatory requirements, competent authority directives, and contractual or professional obligations.

2. Protection and safeguarding of customer data to prevent unauthorized or unlawful access.
3. Ensuring continuity and timeliness of service delivery.
4. Ensuring accuracy and integrity of provided data.

(7) Information Security Implementation Results:

1. The Group firewall successfully blocked approximately 140,000 attack attempts and threat probes, averaging 11,000 per month.
2. Email security systems intercepted approximately 82,000 malicious spam and virus emails, averaging 6,000 per month.
3. Endpoint antivirus and anti-malware systems detected and blocked approximately 15,000 virus and spyware attacks.
4. Social engineering drills were continuously conducted during the year to effectively enhance employees' cybersecurity awareness.
5. Internal cybersecurity awareness communications: 10 sessions; external seminars participation: 10 sessions.

- (II) Regarding material cybersecurity incidents in the most recent year and up to the date of this annual report, there were no such incidents that caused losses or potential impacts. If such events were not reasonably estimable, the reasons shall be disclosed: not applicable, no such events.

VII. Important Contracts

Contract Nature	Parties	Contract Period	Main Content	Restriction Clause
Cooperation Letter of Intent	Chenbro Micom Co., Ltd. / National Kaohsiung University of Science and Technology	2024/2/7~2026/12/31	Industry–Academia Cooperation	-
Cooperation Letter of Intent	Chenbro Micom Co., Ltd. University of Science and Technology	2025/7/1	NSTC Practical Research Project for Technical Colleges	-
Industry-Academia Cooperation	Chenbro Micom Co., Ltd. / National Yunlin University of Science and Technology	2025/3/31~2026/11/30	AI Empowering the Future × Industry–Academia Co-Creation for the Next Generation Program	-
Industry-Academia Cooperation	Chenbro Micom Co., Ltd. / National Yunlin University of Science and Technology / Sheng You Co., Ltd.	2025/5/1~2025/12/31	Rivet Misalignment and Missing Rivet Detection System Research Project	-
Industry-Academia Cooperation	Chenbro Micom Co., Ltd. / National Kaohsiung University of Science and Technology	2025/7/1~2027/6/30	Honorary Member, Industry–Academia Alliance for Product and Mold Digital Development	-
Industry-Academia Cooperation	Chenbro Micom Co., Ltd. / National Kaohsiung University of Science and Technology	2025/7/1~2027/6/30	Honorary Member, Aerospace Components Manufacturing Industry–Academia Alliance	
Donation Agreement	Chenbro Micom Co., Ltd. / National Kaohsiung University of Science and Technology	2025/7/23~2030/7/31	Metal Product Development Technology Research Software	

Consulting Agreement	Chenbro Micom Co., Ltd. / GBI Innovation Sdn Bhd	2025/2/28	Green Building Consultancy for Malaysia Plant	
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Chapter 5

Review and Analysis of the Company's Financial Position and Financial Performance, and Listing of Risks

- I. Financial Position
- II. Financial Performance
- III. Cash Flows
- IV. Impact of Major Capital Expenditures in the Most Recent Year on Financial and Business Operations
- V. Investment Policy, Main Causes of Profit or Loss, Improvement Plans, and Investment Plans for the Coming Year
- VI. Risk Analysis and Assessment
- VII. Other Important Matters

Chapter 5 Review and Analysis of the Company's Financial Position and Financial Performance, and Listing of Risks

I. Financial Position

Consolidated Financial Statements

Unit: in NT\$ thousands

Item \ Year	2025	2024	Difference		Note
			Amount	%	
Current assets	16,583,214	10,584,996	5,998,218	56.7	2
Property, plant and equipment	5,590,604	5,314,374	276,230	5.2	1
Other assets	1,282,537	744,441	538,096	72.3	3
Total assets	23,456,355	16,643,811	6,812,544	40.9	1
Current liabilities	10,913,574	6,632,395	4,281,179	64.5	4
Long-term liabilities	1,466,073	2,747,574	(1,281,501)	(46.6)	5
Total liabilities	12,379,647	9,379,969	2,999,678	32.0	1
Share capital	1,253,192	1,209,877	43,315	3.6	1
Capital surplus	1,571,586	383,452	1,188,134	309.9	6
Retained earnings	8,343,857	5,691,422	2,652,435	46.6	7
Other equity	(283,783)	(110,471)	(173,312)	156.9	8
Total shareholders' equity	11,076,708	7,263,842	3,812,866	52.5	7

1. Description:

- (1) If the percentage of increase or decrease is less than 20% and the amount is less than NT\$10 million, an analysis is not required.
- (2) Current assets increased by more than 20% compared to the previous year, mainly due to increases in cash and cash equivalents, accounts receivable, and inventories.
- (3) Other assets increased by more than 20% compared to the previous year, mainly due to increases in financial assets at fair value through profit or loss – non-current, as well as prepayments for land, construction, and equipment.
- (4) Current liabilities increased by more than 20% compared to the previous year, mainly due to increases in short-term borrowings, accounts payable, other payables, and current income tax liabilities.
- (5) Non-current liabilities decreased by more than 20% compared to the previous year, mainly due to decreases in bonds payable and long-term borrowings.
- (6) Capital surplus increased by more than 20% compared to the previous year, mainly due to the issuance of convertible bonds and restricted stock for employees.
- (7) Retained earnings and total shareholders' equity increased by more than 20% compared to the previous year, mainly due to increased profitability.
- (8) Other equity increased by more than 20% compared to the previous year, mainly due to the issuance of restricted stock for employees. Future response plan: None.

2. Future response plan: None.

II. Financial Performance

(I) Comparative analysis of business results

Consolidated Financial Statements

Unit: in NT\$ thousands

Item \ Year	2025	2024	Amount of increase (decrease)	Change, by percentage
Net operating revenue	22,001,340	14,517,185	7,484,155	51.6
Operating costs	(15,407,205)	(10,727,398)	(4,679,807)	43.6
Net operating margin	6,594,135	3,789,787	2,804,348	74.0
Operating expenses	(1,892,623)	(1,345,528)	(547,095)	40.7
Net other income (expenses)	65,921	62,017	3,904	6.3
Operating profit	4,767,433	2,506,276	2,261,157	90.2
Non-operating income and expenses	64,578	104,817	(40,239)	(38.4)
Profit before income tax	4,832,011	2,611,093	2,220,918	85.1
Income tax expense	(1,171,373)	(639,177)	(532,196)	83.3
Profit for the period	3,660,638	1,971,916	1,688,722	85.6
Total other comprehensive (loss) income for the year	(17,131)	157,416	(174,547)	(110.9)
Total comprehensive income for the year	3,643,507	2,129,332	1,514,175	71.1

1. Analysis of Significant Changes: (Changes exceeding 20% and amounting to at least NT\$10 million between the two periods):
- (1) Net operating revenue operating costs, net operating margin, operating profit, profit before income tax, net income after tax, and profit for the period all increased, mainly due to increased customer demand during the current period.
 - (2) Non-operating income and expenses decreased, mainly due to an increase in net foreign exchange losses during the current period.
 - (3) Total other comprehensive (loss) income for the year decreased, mainly due to an increase in exchange differences arising from the translation of financial statements of foreign operations during the current period.
2. Impact of changes in financial position in the last two years: No significant impact on financial performance.
3. Future response plan: None.

(II) The expected sales volume and its basis, the possible impact on the Company's future financial business, and a response plan

The Company has achieved balanced development across various business areas. With the continued growth of the global server industry, shipments and revenue of the Company's products, including server chassis, are expected to grow accordingly.

III. Cash Flows

(I) Analysis of changes in the cash flow in the most recent year (consolidated financial statements)

Unit: in NT\$ thousands

Opening balance	Annual net cash flow of operating activities	Annual net increase in cash	Cash balance (deficit)	Remedial measures for cash inadequacy	
				Investment plan	Wealth management plan
3,799,819	3,086,926	1,888,468	5,688,287	0	0
1. Analysis of changes in the cash flow in the current year: (1) Operating activities: \$3,086,926, mainly attributable to revenue generation and profitability. (2) Investing activities: (\$493,266), mainly due to the acquisition of land and construction of a plant in Malaysia. (3) Financing activities: (\$704,683), mainly due to the payment of cash dividends and repayment of borrowings. (4) Others: (\$509), mainly attributable to the effects of exchange rate fluctuations. 2. Remedial measures for managing cash deficit and liquidity analysis: N/A.					

(II) Cash liquidity analysis in the coming year (consolidated financial statements)

The Company expects that its cash on hand, cash inflows from operating activities, and bank financing will be sufficient to support investing and financing cash outflows over the next year. Accordingly, there are no concerns regarding cash liquidity for the coming year.

IV. Impact of Major Capital Expenditures in the Most Recent Year on Financial and Business Operations

(I) Major capital expenditures and sources of funds:

Unit: in NT\$ thousands

Plan	Actual or expected source of funds	Actual or expected completion date	Funds required	Actual or expected capital expenditure status	
				2025	2026
Land and plants	Self-owned funding and bank loans	2027.12	2,612,749	487,867	2,124,882
Manufacturing, mold equipment, and production equipment	Self-owned funding and bank loans	2026.12	1,284,082	452,596	831,486

(II) Expected benefits:

1. Land and New Plant Facilities:

In response to the rise of generative AI, the Company is implementing its strategy of “being where the customers are.” To support global customers’ demand for cloud services and data centers, the Company is expanding production capacity in Malaysia and the United States, while

strengthening its lean pull production capabilities to ensure supply chain resilience. In addition, building on its prior experience in constructing low-carbon green factories, the Company aims to achieve low-cost intelligent manufacturing and sustainable development through the use of solar power generation and green building standards.

2. **Production Equipment, Tooling Equipment, Machinery, Manufacturing and Other Equipment:**
In response to increasingly stringent environmental protection, fire safety, and industrial safety regulations, as well as the need for process improvements, automation, and equipment replacement, the Company is introducing high-performance and automated equipment. This is expected to enhance production capacity, improve efficiency, and strengthen quality, thereby continuously meeting customer needs and new product development requirements, while further increasing market share and customer satisfaction.

V. Investment Policy, Main Causes of Profit or Loss, Improvement Plans, and Investment Plans for the Coming Year

(I) Reinvestment policy for the most recent year

The Company's investment policy is to align with its operational scale by expanding into overseas markets and deepening its presence in major countries, thereby increasing overseas revenue and market share.

(II) The main reason for the profit or loss on reinvestment and the improvement plan

The Company recognized investment income of NT\$992,909 thousand from its investees in 2025, mainly driven by the surge in demand for AI servers, which led to increased market demand.

(III) Investment plan for the coming year

The Company will prudently evaluate its investment plans from a long-term strategic perspective to address future market demand and capacity expansion needs, and to continuously enhance its global competitiveness.

VI. Risk Analysis and Assessment

(I) Effect upon the Company's profits (losses) of annual interest and exchange rate fluctuations and changes as well as the inflation rate, and countermeasures to be taken in the future

The Company's 2025 interest and foreign exchange gains and losses are as follows:

Consolidated Financial Statements

Unit: in NT\$ thousands

Item	Year	2025
Net foreign exchange gains and losses		(12,013)
Net operating revenue		22,001,340
Net income before tax		4,832,011
Net foreign exchange gains and losses to net operating income		(0.05%)
Net foreign exchange gains and losses to net income before tax		(0.25%)
Interest revenue		74,717
Interest revenue to net operating income		0.34%
Interest revenue to net income before tax		1.55%
Interest expense		80,951
Interest expense to net operating income		0.37%
Interest expense to net income before tax		1.68%

Source: Financial statements audited by CPAs

1. Impact of Interest Rate Fluctuations on the Company's Profit and Loss and Future Response Measures:

The Company's cash management policy is based on the principles of safety and prudence. In addition to maintaining sufficient working capital, surplus funds are primarily placed in bank time deposits. As of December 31, 2025, the Company's bank borrowings (including both short-term and long-term) amounted to approximately NT\$2,920,780 thousand, representing 12.45% of total assets.

While improving its financial structure, strengthening mid- to long-term operating funds, and reducing exposure to interest rate fluctuations, the Company regularly evaluates market liquidity conditions and bank interest rates, and prudently determines financing strategies to obtain more favorable rates. The Company also assesses and executes appropriate measures at suitable times to hedge risks. Therefore, interest rate fluctuations are not expected to have a significant impact on the Company's operating risk.

2. Impact of Exchange Rate Fluctuations on the Company's Profit and Loss and Future Response Measures:

A. Source of Exchange Gains and Losses:

The majority of the Company's revenue, as well as accounts receivable and accounts payable arising from purchases and sales transactions, are denominated in U.S. dollars. By offsetting foreign currency-denominated assets and liabilities, the Company can significantly reduce exchange rate risk and achieve a natural hedging effect. In addition, all derivative financial instruments entered into by the Company are for hedging purposes.

Gains or losses arising from exchange rate fluctuations are generally offset by those of the hedged items. Therefore, fluctuations in market exchange rates have no significant impact on the Company.

B. Measures to Mitigate Exchange Rate Risk:

For foreign currency-denominated assets and liabilities, the Company adopts appropriate hedging strategies based on prevailing exchange rate trends, including spot transactions, forward foreign exchange contracts, or other derivative financial instruments. The Company also regularly reviews and carefully evaluates exchange rate movements and adjusts its hedging strategies in a timely manner to mitigate exchange rate risks. As the Company does not engage in foreign exchange transactions unrelated to its core business or for speculative purposes, and focuses solely on hedging, exchange rate fluctuations have not resulted in any material impact on the Company's profit or loss.

3. Impact of Inflation on the Company's Profit and Loss and Future Response Measures:

Taiwan's CPI annual growth rate in 2025 was 1.31% (Source: Directorate-General of Budget, Accounting and Statistics), indicating that inflation risk remains within an acceptable range. In addition, as central banks around the world continue to closely monitor and actively manage inflation issues, future inflationary pressures are expected to be effectively contained and are unlikely to have a material impact on the Company's profit or loss.

(II) The Company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements and guarantees, and derivatives trading; the main reasons for the profits/losses generated thereby; and countermeasures to be taken in the future:

1. The Company focuses on its core business operations. During the most recent fiscal year and up to the date of publication of this annual report, the Company has not engaged in any high-risk or high-leverage investment activities.
2. The Company has established the "Procedures for Acquisition or Disposal of Assets," "Procedures for Lending Funds to Others," and "Procedures for Endorsements and Guarantees" as the governing policies for relevant operations. As of the date of publication of this annual report, all activities have been conducted in accordance with the aforementioned policies and corresponding measures.

(III) Future R&D plans and expected R&D expenditure:

Chenbro continues to maintain a clear product market positioning in AI, AIoT, Cloud, and 5G. The Company will further deepen its modular product architecture strategy to implement its next-generation sustainable product development roadmap and plans. Product development will follow the principles of simplification (Reduce), reusability (Reuse), and environmental efficiency/recycling (Recycle).

The Company promotes the horizontal and vertical matrix development of modularization in OTS products, and further strengthens interoperability between modular OTS and JDM products. With the ongoing research conducted by the Advanced R&D Center and regular technology forums, the integration among emerging markets, new technologies, and new products continues to be reinforced. By combining product roadmaps, product competitive mapping, and conceptual engineering development theories, the Company aims to better align products with market trends and end-user needs. In addition, the Company has fully implemented the NPDP (New Product Development Process) and DFM (Design for Manufacturing) to ensure excellent quality control and production efficiency from concept design through mass production.

Key Technology Development Directions:

- High-strength, lightweight materials (advanced materials) and high-efficiency thermal solutions (liquid cooling technology) will be key R&D focus areas. The Company will continue to support next-generation CPU/GPU products from NVIDIA, AMD, Intel, and Ampere.
- Continuous expansion of CPU/GPU product portfolios, with ongoing development of both rack-mounted and tower/desktop applications.
- Continued development in high-density (large-capacity) storage and high-speed (all-flash) storage solutions, as well as system module support for next-generation storage standards such as SAS 4.0, NVMe, E1.S, E3.S, and U.2.
- Advanced structural engineering: application of advanced welding technologies to significantly enhance structural rigidity and load-bearing safety for ultra-high-U and heavy-duty AI equipment, including large-scale AI racks and server chassis.
- Integrated thermal rack systems: leading development of full liquid-cooling rack systems supporting NVIDIA Rubin Ultra, AMD Helios, and ORW (Open Rack Wide) standards, with deep integration of CDU (Coolant Distribution Unit) and cooling manifolds, providing single-rack high-density thermal management solutions.
- High-speed transmission standards: full deployment of PCIe Gen 6 interface technology and development of system modules supporting next-generation high-speed storage components to meet the extreme token throughput demands of AI model training and inference.
- Strengthening edge computing and AI product lines to support the latest generations of CPUs, GPUs, and storage media.

Future R&D Plans and Estimated R&D Expenditures:

The Company estimates that R&D expenses in 2026 will account for approximately 2% to 4% of annual revenue, which is consistent with the previous year. For planned new product developments, please refer to pages 119–120 of this annual report.

(IV) Effect on the Company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and countermeasures to be taken:

There have been no material impacts on the Company arising from recent domestic or international policy developments or changes in the legal environment. Going forward, the Company will continue to periodically collect and assess the potential impact of such developments and changes on its financial and business operations, and will consult relevant professionals in a timely manner to adopt appropriate countermeasures.

(V) Effect on the Company's financial operations of changes in technology (including information security risks) and the industry, and countermeasures to be taken:

1. AI-driven growth in the server market

The AI server market continues to experience strong demand growth. The increasing computational requirements for AI training and inference are driving server upgrades, particularly the rapid expansion of GPU servers and high-density server solutions. In 2025, the explosive growth of generative AI and large language models has accelerated a new growth cycle in the global server market characterized by higher-end specifications and greater customization. In particular, demand for high-density GPU servers, AI training platforms, and edge AI devices has increased significantly, further strengthening customer reliance on server chassis solutions featuring high power consumption, advanced thermal management, and modular flexibility. The industry structure is shifting from standardization toward application-driven and technology-intensive solutions with higher entry barriers. For Chenbro, the growth of the AI industry has created two key impacts:

- Business aspect: Rapid growth in AI server orders has increased the proportion of high-end products, while customization and integrated projects have expanded, enhancing order quality and customer stickiness.
- Financial aspect: The increasing share of high value-added products has improved overall gross margin structure, while also leading to higher investments in R&D and materials. Through product portfolio optimization and precise cost control, the Company continues to achieve stable growth in both revenue and profitability.

In response to market changes, Chenbro has implemented the following strategies:

- Providing Compute Tray solutions for rack-level demands based on the current GB (Grace Blackwell) architecture and next-generation VR (Vera Rubin) platform, and launching the AI-ready MGX high-end platform to support multi-GPU, high thermal density, and liquid cooling designs, meeting the requirements of AI training and inference applications.
- Strengthening system-level integration services by integrating key components such as motherboards, power supplies, and thermal modules to deliver highly compatible and stable system architectures, effectively shortening customers' time-to-market and accelerating project deployment.

- Deepening collaboration with CPU/GPU ecosystem partners by participating in platform validation and design-in processes to ensure product compatibility and technological advancement.
- Focusing on high-value markets and customers, strengthening customized cooperation models with U.S. CSPs and AI-driven end customers, thereby expanding revenue momentum.

Driven by the AI trend, Chenbro is transforming from a traditional chassis manufacturer into a mechanical solution partner with cross-domain integration capabilities, steadily capturing new opportunities in the next wave of industry growth.

2. Risk response to tariffs and regional trade barriers

In recent years, in response to geopolitical risks and strong end-market demand, the Company has adopted a “global manufacturing localization” strategy by establishing diversified overseas production sites to strengthen its global manufacturing footprint and industrial competitiveness, aiming to achieve localized production across global markets.

In 2025, the relocation of the Shulin plant was completed to significantly enhance rapid prototyping capabilities. The Company plans to complete the establishment of a sample production facility in the United States (NCT) in the first quarter of 2026, providing more timely front-end services to local customers. In addition, the new plant in Malaysia is expected to gradually commence mass production in the third quarter of 2026. Meanwhile, the Company is actively evaluating the establishment of a mass production facility in Texas, U.S., to respond to the rapidly changing external environment.

Furthermore, the adoption of LCIM (Low-Cost Intelligent Manufacturing) solutions effectively reduces setup barriers and standardizes manufacturing processes, enabling rapid replication and deployment of factories overseas, thereby enhancing overall expansion efficiency and global operational flexibility.

(VI) Effect on the Company's crisis management of changes of the Company's corporate image, and countermeasures to be taken:

The Company maintains a positive corporate image. There were no significant changes during the year that resulted in any events requiring crisis management.

(VII) Expected benefits and possible risks associated with any merger and acquisitions, and countermeasures to be taken:

The Company has no current plan to engage in mergers and acquisitions; therefore, this section is not applicable.

(VIII) Expected benefits and possible risks of facilities expansion, and countermeasures:

Expected benefits:

1. Mitigate the impact of future global trade wars and localized pandemics.
2. Expand production capacity in response to the rapid growth in demand for 5G, AI, and IoT.

3. Establish off-site production risk management and capacity allocation mechanisms.
4. Set up a mold center to cultivate mold-making talent and enhance manufacturing capabilities, establishing a smart factory.

Possible risks:

1. Material and labor costs are significantly higher than in China, potentially failing to meet customer pricing expectations.
2. Recruitment may be limited by labor market supply and government regulations, possibly falling behind the construction schedule.

Countermeasures:

1. Plan smart production with increased automation to reduce labor costs and enhance production efficiency.
2. Maintain business continuity strategies with customers for off-site backup and flexibly adjust production capacity.
3. Develop material suppliers and expand business partnerships to establish a cost-competitive structure.
4. Expand and deepen industry-academia cooperation through long-term strategic collaboration with local governments and educational institutions to cultivate talent and broaden recruitment channels.

(IX) Risk from centralized purchasing or selling, and countermeasures:

The Company's largest customer accounted for only 12% of consolidated net operating revenue, and there is no situation in which sales to any single customer exceed 50% of total sales. Therefore, the Company is not exposed to sales concentration risk. In addition, the Company's largest supplier accounted for 7% of consolidated net purchase amount; accordingly, there is no significant risk of purchase concentration.

(X) Impact and risk associated with large share transfers or changes in shareholdings of directors, supervisors, or shareholders who hold more than 10% of the Company's shares, and countermeasures:

No such events have occurred; therefore, this is not applicable.

(XI) Effect upon and risk to the Company associated of any change in the management right, and countermeasures to be taken:

The Company does not have the management right changed, so it is not applicable.

(XII) Where major litigation, non-litigation, or administrative disputes, in which the Company and the Company's directors, supervisors, President, substantive persons in charge, major shareholders with more than 10% of ownership, and subordinate companies have been involved, have been finalized or are still in trial,

and the results may have a material impact on shareholders' equity or securities prices, the facts of the dispute, the amount in question, the date of the commencement of the litigation, the main parties involved, and the handling of the situation as of the publication date of the annual report: None.

(XIII) Other important risks and countermeasures to be taken: None.

VII. Other Important Matters

None.

Special Disclosure

- I. Information Regarding Affiliated Enterprises
- II. Private Placements of Securities in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report
- III. Other Necessary Supplemental Explanations
- IV. Significant Events Occurring in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report That May Affect Shareholders' Equity or the Market Price of Securities, as Specified in Article 36, Paragraph 3, Subparagraph 2 of the Act

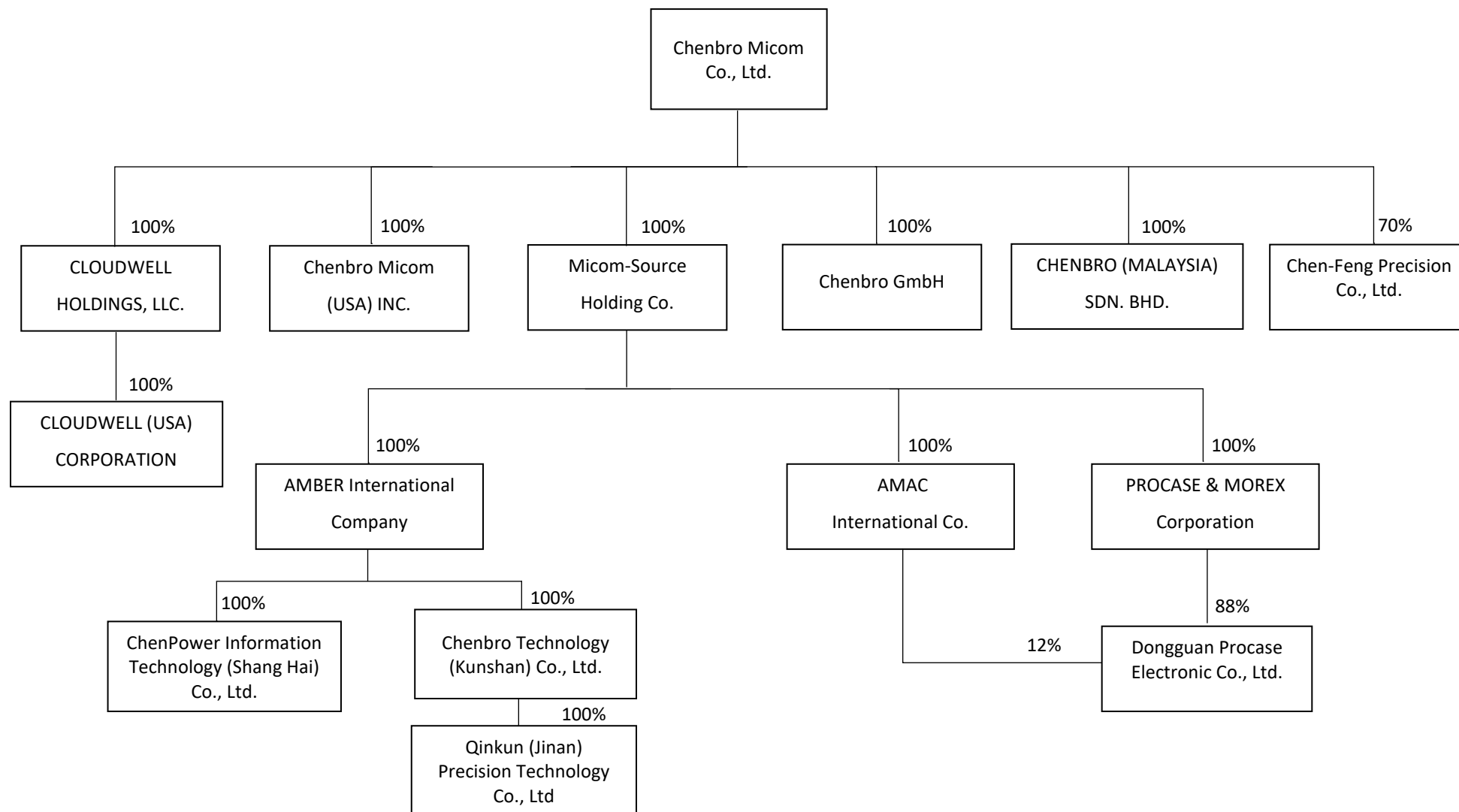
Chapter 6 Special Disclosure

I. Information Regarding Affiliated Enterprises

(I.) Consolidated business report of affiliated enterprises

1 Overview of affiliated enterprises

(1) Organizational chart of affiliated enterprises



(2) Basic information on affiliated enterprises

Enterprise Name	Date of incorporation	Address	Paid-in capital	Principal business
Chenbro Micom Co., Ltd.	1983.12.05	18F, No. 558, Zhongyuan Road, Xinzhuang District, New Taipei City	NT\$1,253,192 thousand	R&D, manufacturing, processing, and sales of computer and server chassis
CHENBRO MICOM (USA) INC.	2000.01.25	2800 E. JURUPA STREET, ONTARIO CA 91761	US\$1,000 thousand	Sales of computer and server chassis
CLOUDWELL HOLDINGS, LLC.	2013.07.12	2800 E. JURUPA STREET, ONTARIO CA 91761	US\$3,600 thousand	Real estate leasing company and holding company
MICOM-SOURCE HOLDING CO.	1999.01.19	Cayman Islands	US\$22,323 thousand	Holding company
AMAC INTERNATIONAL CO.	1999.01.19	Cayman Islands	US\$5,660 thousand	Holding company
AMBER INTERNATIONAL COMPANY	2005.12.07	Cayman Islands	US\$8,240 thousand	Holding company
Chenbro Technology (Kunshan) Co., Ltd.	2003.09.12	No. 88, Qinkun Road, Yushan Town, Kunshan City, Jiangsu Province	US\$10,000 thousand	Manufacturing and sales of computer and server chassis
Dongguan Procace Electronic Co., Ltd.	1995.12.18	No. 182, Hongye North Road, Tangxia Town, Dongguan City	HKD 73,209 thousand	Manufacturing and sales of computer and server chassis
PROCASE & MOREX Corporation	1997.10.03	British Virgin Islands	US\$15,350 thousand	Holding company
Chenbro GmbH	2015.02.12	Carl-Friedrich-Benz-Str. 13, 47877 Willich, Germany	EUR 250 thousand	Sales of computer and server chassis
ChenPower Information Technology (Shanghai) Co., Ltd.	2016.10.08	Room 1185, Area W, 11F, Building 1, No. 158, Shuanglian Road, Qingpu District, Shanghai.	US\$2,100 thousand	Sales of computer and server chassis
Chen-Feng Precision Co., Ltd.	2020.03.04	No. 432-1, Bade St., Shulin Dist., New Taipei City	NT\$144,448 thousand	Manufacturing and sales of computer and server chassis
CHENBRO (MALAYSIA) SDN. BHD.	2024.10.08	JOHOR BAHRU JOHOR MALAYSIA	MYR 129,081 thousand	Manufacturing and sales of computer and server chassis
CLOUDWELL (USA) CORPORATION	2024.12.20	2800 E. JURUPA STREET, ONTARIO CA 91761	USD 5,000 thousand	Manufacturing and sales of computer and server chassis
Qinkun (Jinan) Precision Technology Co., Ltd	2025.1.20	West section of the West Plant, High-end Equipment Intelligent Manufacturing Complex, located within the park at No. 11999, Jichang Road, Dongjia	RMB 13,000 thousand	Manufacturing and sales of computer and server chassis

Enterprise Name	Date of incorporation	Address	Paid-in capital	Principal business
		Subdistrict, Licheng District, Jinan City, Shandong Province		

(3) Reasons for presuming control-subordinate relationship and personnel-related information:
None.

(4) Business transaction and division of labor among affiliated enterprises

Enterprise Name	Business Transactions and Division of Labor
Chenbro Micom Co., Ltd.	Parent company, overseeing operations of all subsidiaries
CHENBRO MICOM (USA) INC.	Subsidiary with independent sales capabilities
MICOM-SOURCE HOLDING CO.	Holding company established in a third jurisdiction
CLOUDWELL HOLDINGS, LLC.	Subsidiary engaged in real estate leasing
AMAC INTERNATIONAL CO.	Holding company established in a third jurisdiction
AMBER INTERNATIONAL COMPANY	Holding company established in a third jurisdiction
PROCASE & MOREX CORPORATION	Holding company established in a third jurisdiction
Chenbro Technology (Kunshan) Co., Ltd.	Great-grandchild company engaged in manufacturing and sales
Dongguan Procace Electronic Co., Ltd.	Great-grandchild company engaged in manufacturing and sales
Chenbro GmbH	Subsidiary with independent sales capabilities
ChenPower Information Technology (Shanghai) Co., Ltd.	Great-grandchild company with independent sales capabilities
Chen-Feng Precision Co., Ltd.	Subsidiary engaged in manufacturing and sales
CHENBRO (MALAYSIA) SDN. BHD.	Subsidiary engaged in manufacturing and sales
CLOUDWELL (USA) CORPORATION	Grandchild company engaged in manufacturing and sales
Qinkun (Jinan) Precision Technology Co., Ltd	Great-great-grandchild company engaged in manufacturing and sales

(5) Information on directors, supervisors and presidents of affiliated enterprises

Enterprise Name	Position	Name
CHENBRO MICOM (USA) INC.	Director	Ya-Nan Chen, Yuchun J Lin, Yun-Peng Chen
	President	Ya-Nan Chen
MICOM-SOURCE HOLDING CO.	Director	Mei-Chi Chen
CLOUDWELL HOLDINGS, LLC.	Director	Yun-Peng Chen
	President	Yun-Peng Chen
AMAC INTERNATIONAL CO.	Director	Mei-Chi Chen
AMBER INTERNATIONAL COMPANY	Director	Mei-Chi Chen
Chenbro Technology (Kunshan) Co., Ltd.	Director	Yung-Hsiang Chu, Pei-Lin Ho, Feng-Cheng Chen
	President	Yung-Hsiang Chu
	Supervisor	Shu-Chen Yu
Dongguan Procace Electronic Co., Ltd.	Director	Yung-Hsiang Chu, Pei-Lin Ho, Shu-Chen Yu
	President	Yung-Hsiang Chu
	Supervisor	Feng-Cheng Chen
PROCASE & MOREX CORPORATION	Director	Mei-Chi Chen

Enterprise Name	Position	Name
Chenbro GmbH	Managing Director	Yun-Peng Chen
ChenPower Information Technology (Shanghai) Co., Ltd.	Director	Pei-Lin Ho, Yung-Hsiang Chu, Feng-Cheng Chen
	President	Pei-Lin Ho
	Supervisor	Shu-Chen Yu
Chen-Feng Precision Co., Ltd.	Director	Mei-Chi Chen
	Supervisor	Shu-Fa Hsu
CHENBRO (MALAYSIA) SDN. BHD.	Director	Ya-Nan Chen, Yun-Peng Chen, Wan-Ming Huang
CLOUDWELL (USA) CORPORATION	Director	Hung-Ta Chen, Cheng-Feng Yang, Chih-Hao Hsu
	President	Hung-Ta Chen
Qinkun (Jinan) Precision Technology Co., Ltd	Director	Yung-Hsiang Chu, Pei-Lin Ho, Feng-Cheng Chen
	President	Ke-Ping Yu
	Supervisor	Shu-Chen Yu

(6) Overview of operations of affiliated enterprises

Unit: in NT\$ thousand

Enterprise Name	Capital Stock	Total assets	Total liabilities	Net Worth	Revenue	Operating income	Net Income (Loss)
CHENBRO MICOM (USA) INC.	30,280	4,375,997	3,471,722	904,275	8,910,406	377,381	292,850
CLOUDWELL HOLDINGS, LLC.	109,365	363,780	230,717	133,063	15,295	7,742	793
MICOM-SOURCE HOLDING CO.	675,969	3,072,744	0	3,072,744	0	(8)	482,928
AMAC INTERNATIONAL CO.	175,634	97,802	0	97,802	0	(3)	20,872
Chenbro Technology (Kunshan) Co., Ltd.	354,677	4,069,378	3,117,269	952,109	6,768,960	360,705	245,686
AMBER International Company	256,104	1,294,846	72,517	1,222,329	0	(0)	293,404
PROCASE & MOREX Corporation	466,936	716,849	137	716,712	0	(1)	152,212
Dongguan Procace Electronic Co., Ltd.	350,608	2,555,171	1,741,246	813,925	4,084,295	240,585	173,948
Chenbro GmbH	9,019	110,187	64,577	45,610	303,599	2,078	3,446
ChenPower Information Technology (Shanghai) Co., Ltd.	64,848	2,096,953	1,756,054	340,899	3,903,299	120,420	97,134
Chen-Feng Precision Co., Ltd.	144,448	1,564,814	925,298	639,516	1,741,971	429,574	340,980
CHENBRO (MALAYSIA) SDN. BHD.	832,468	896,944	8,081	888,863	0	(10,369)	(1,191)
CLOUDWELL (USA) CORPORATION (Note 1)	157,150	163,667	7,805	155,862	0	(4,961)	(1,276)
Qinkun (Jinan) Precision Technology Co., Ltd (Note 2)	58,537	165,496	109,325	56,171	95,871	(1,773)	(2,275)

(II.)The companies required to be included in the consolidated financial statements of affiliated enterprises are identical to those included in the consolidated financial statements of the parent

and its subsidiaries prepared in accordance with IFRS 10. No separate consolidated financial statements of the affiliated enterprises will be prepared, the declaration is as follows:

Chenbro Micom Co., Ltd. and Its Subsidiaries

Statement on the Preparation of the Consolidated Financial Statements of Affiliated Enterprises

For the year ended December 31, 2025, the companies that are required to be included in the consolidated financial statements of affiliated enterprises in accordance with the Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises are identical to those that must be included in the consolidated financial statements of parent and subsidiary companies under IFRS 10. Since all matters required to be disclosed in the consolidated financial statements of affiliated enterprises have already been disclosed in the consolidated financial statements of the parent and subsidiary companies, no separate consolidated financial statements of affiliated enterprises have been prepared.

Respectfully submitted,

Company Name: Chenbro Micom Co., Ltd.

Chairperson: Mei-Chi Chen

March 10, 2026

(III.)Affiliate Reports: N/A.

II. Private Placements of Securities in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report

None.

III. Other Necessary Supplemental Explanations

None.

IV. Significant Events Occurring in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report That May Affect Shareholders' Equity or the Market Price of Securities, as Specified in Article 36, Paragraph 3, Subparagraph 2 of the Act

None.

[Appendix 1] Statement on Internal Control System

Chenbro Micom Co., Ltd. Statement on Internal Control System

Date: March 10, 2026

The company's internal control system for 2025, based on the results of self-assessment, would like to declare as follows:

- I. The Company understands that the board and management of the Company are responsible for establishing, implementing, and maintaining adequate internal control. The Company has established an effective internal control system which aims to reasonably ensure the operational effectiveness and efficiency (including profitability, performance, and asset security), the reliability, timeliness, and transparency of its report, and the compliance with applicable laws and regulations.
- II. Due to its inherent limitations, an effective internal control system can only reasonably ensure the achievement of the three objectives above, no matter how complete and perfect the design of the system is. Besides, the effectiveness of the internal control system may vary due to changes in the environment or conditions. However, the Company has set up a self-monitoring mechanism on the internal control system, which allows the Company to take corrective actions as soon as any error or inadequacy is identified.
- III. The Company has assessed the design and operating effectiveness of the internal control system in accordance with the criteria of evaluating effectiveness of internal control system, listed in the Regulations Governing Establishment of Internal Control Systems by Public Companies (the "Framework"). The criteria listed in the Framework divides the internal control system into five components based on management control process. 1. control environment; 2. risk assessment; 3. control activities; 4. information and communication; and 5. monitoring operations. Each component comprises of several elements. For more information, please refer to the Framework.
- IV. The Company has assessed the design and operating effectiveness of the Company's internal control system based on the criteria listed in the Framework.
- V. Based on the assessment mentioned above, the Company concludes that the Company maintains an effective design and operation of its internal control system (including supervisory and management of subsidiaries) as of December 31, 2025, which provides reasonable assurance regarding the achievement of the following objectives: understanding the effectiveness and efficiency of operations and the status of goal achievement, reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations.
- VI. This statement will be included as an integral part of the annual report and the prospectus of the Company and be disclosed to the public. Any false or fraudulent representations and concealment of information in this statement shall be subject to the legal liabilities prescribed by Article 20, Article 32, Article 171 and Article 174 of the Securities and Exchange Act.
- VII. This statement has been unanimously approved by the board of directors on March 10, 2026, with 9 directors present at the meeting.

Chenbro Micom Co., Ltd.
Chairperson: Mei-Chi Chen
CEO and President: Ya-Nan Chen



CHENBRO



Whatever's Inside
CHENBRO Outside

