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ANNUAL REPORT 2025

FIRST COPPER TECHNOLOGY CO., LTD.

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Company website: http://www.fcht.com.tw

(I) Name, title, contact telephone number, and email address of the spokesperson and acting spokesperson

Spokesperson:
Name: Hong Mao-Yang
Title: General Manager
Contact Tel.: (07) 281-4161 Ext. 200
E-mail: myhung@hegroup.com.tw

Acting spokesperson:
Name: Liu Hsiu-Mei
Title: Deputy General Manager, Administration Department
Contact Tel.: (07) 281-4161 Ext. 420
E-mail: misherr@hegroup.com.tw

(II) Address and telephone number of the Company's headquarters, branch offices, and factories

1. Headquarters address: 4F, No. 170, Chung Cheng 4th Rd, Chien Chin Dist., Kaohsiung City 801.
   Tel.: (07) 281-4161 (Main)
2. Linhai Factory address: No. 479, Yen Hai 1st Rd., Hsiao Kang Dist., Kaohsiung City 812.
   Tel: (07) 802-3811 (Line 5)

(III) Name, address, e-mail address, and telephone number of the agency handling shares transfer

Name: Stock Affairs Division, First Copper Technology Co., Ltd.
Address: 11F, No. 210, Section 3, Nan King East Road, Zhongshan District, Taipei City 104
Tel.: (02) 2771-7611 (Main)
URL: http://www.fcht.com.tw

(IV) The name of the certified public accountant who duly audited the annual financial report for the most recent fiscal year, and the name, address and telephone number of said person's accounting firm

Accountant names: Chen Yung-Hsiang, Su Yen-Ta
Name of accounting firm: KPMG Taiwan
Address: Rm. 6, 12F, No. 211, Chung Cheng 4th Rd, Chien Chin Dist, Kaohsiung City 801
Tel.: (07) 213-0888
URL: www.kpmg.com.tw

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

(VI) Company website: www.fcht.com.tw

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I. Prior year (2025) business results:

(I) Business plan implementation results:

The Company's main business in the year 2025 was the manufacturing of various alloy copper sheets for domestic and export sales. The annual operating income was NT$2,905,229 thousand, the operating cost was NT$2,917,000 thousand, the operating expense was NT$63,500 thousand, the net operating loss was NT$75,271 thousand, the non-operating income was NT$204,008 thousand, the net profit before tax was NT$128,737 thousand, the income tax expense was NT$7,236 thousand, and the net profit after tax was NT$121,501 thousand. Other comprehensive benefits in the current period was NT$2,600,224 thousand, and the total amount of comprehensive benefits in the current period was NT$2,721,725 thousand.

(II) Budget implementation: Not applicable, as the Company has not prepared financial forecasts.

(III) Profitability analysis:

Item		Percentage of ownership
Return on assets		1.37%
Return on equity		1.43%
Percentage of paid-in capital	Net operating loss	-2.09%
	Net profit before tax	3.57%
Net profit margin		4.18%
Earnings per share (NTD)		0.34

(IV) Research and development status:

1. Gradually expanding the application of copper alloys for automotive parts and environmentally friendly re-melted tin-plated terminal and connector materials.
2. Research on red copper heat dissipation materials focusing on low internal stress, high flatness, and high-end scratch-free surfaces.
3. R&D on manufacturing process of super thick red copper material for heat dissipation
4. R&D on development of high-performance copper alloys with low internal stress for etching
5. R&D and testing on casting of C1030 red copper with low oxygen content
6. Ramp-up and promotion of C2100/C2600 alloy punching
7. R&D and promotion of new copper cladding materials for lithium batteries.
8. Research on improving high-performance copper, high-strength, and softening resistance.
9. Test for improved copper alloy anisotropy.
10. Research and development of new copper-nickel-tin alloys.

II. Business plan summary for the year (2026):

(I) Operating strategy

1. R&D of high-strength, high-softening resistance, and low internal stress semiconductor products to meet high-end product demands.
2. In view of increasing demand for AI computing power, thick heat sink products are a key development focus.
3. New products and models are being developed for secondary processing and stamping of copper sheets while expanding production capacity.
4. Diversify export markets to mitigate risks, expanding beyond Southeast Asia to India.

(II) Expected sales volume and its basis

Expected sales volume: 10,200 tons/year.

Basis:

1. The re-melted electroplated copper sheets are used in automotive connectors and terminals, and there is stable basic demand for them.
2. Demand for heat sinks and red copper sheets used in electrical terminals remained strong during the year.
3. The future demand of high-end materials, especially high strength and high conducting materials, will increase.
4. Increase AI and server market demand and scale.
5. There is a fundamental demand for semiconductor materials within the domestic market.

(III) Important production and sales policies

1. Supply the automotive terminal connector market at full strength, and focus on tin plating products.
2. Increase the production volume of major products, such as automotive connector, semi-conductor, LED and special materials.
3. Used in power tools and energy storage equipment, with a focus on battery material promotion.
4. Promote component materials for 5G related products.
5. Expanded capacity for secondary processing of molded parts.

III. Future development strategy of the Company:

1. Despite the disruption in the semiconductor and LED materials market, we prioritize domestic customers by increasing capacity.
2. Increase the order for automotive connector and tin plated materials for terminals and promote high-end alloy tin plated material.
3. Continue to supply Corson series of material with stable quality that meets customer demand.
4. Promote the Corson alloy to be applied in the component material of lithium battery.

5. Continue to stably supply the high-conductivity, high-thermal-dissipation materials required for AI and server industries.
6. For secondary processed stamping products, new models have been developed with production capacity expanded.

IV. Subject to the external competitive environment, regulatory environment, and overall business environment:

1. The Chinese domestic market is becoming increasingly localized, with greater adoption of domestic products. As the proportion of exports to China declines, production must shift toward Southeast Asia and India.
2. Southeast Asia continues to be affected by tariff barriers, resulting in a disadvantaged business environment. To gain a competitive edge in this region, it is necessary to focus on selling products from bonded warehouses operated by Japanese companies.
3. The global economy is unstable, with demand contracting. However, the supply of secondary processed mold products and ordnance materials remained relatively stable.

I. Information on the General Manager, deputy general managers, managers, and associate managers of various departments and branches:

(I) Director information 1.

Unit: Shares; Date: April 26, 2026

Title	Name	Appointment date	Term of office	Date first appointed	Shares held at the time of appointment		Shares currently held		Number of shares currently held by spouse and minor children		Shares held in the name(s) of others	
					Number of shares	Percentage of ownership	Number of shares	Percentage of ownership	Number of shares	Percentage of ownership	Number of shares	Percentage of ownership
Chairman	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Hong-Ren	2024.06.20	Three years	1987.05.12 2020.06.11	141,818,196 679,110	39.44% 0.19%	141,818,196 679,110	39.44% 0.19%	— 37	— 0	— 0	— 0
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Liu Chung-Jen	2024.06.20	Three years	1987.05.12 2003.06.23	141,818,196 312,191	39.44% 0.09%	141,818,196 312,191	39.44% 0.09%	— 6,550,802	— 1.82%	— 0	— 0
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Ming-Jen	2024.06.20	Three years	1987.05.12 2022.03.03	141,818,196 2,808	39.44% 0.00%	141,818,196 2,808	39.44% 0.00%	— 0	— 0	— 0	— 0
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Wen-Ling	2024.06.20	Three years	1987.05.12 2023.06.21	141,818,196 6,550,802	39.44% 1.82%	141,818,196 6,550,802	39.44% 1.82%	— 312,191	— 0.09%	— 0	— 0
Independent Director	Hu Lee-Ren	2024.06.20	Three years	2015.06.26	0	0	0	0	0	0	0	0
Independent Director	Cheng Tiao-Hsiang	2024.06.20	Three years	2021.08.27	0	0	0	0	0	0	0	0
Independent Director	Huang Jen-Tsung	2024.06.20	Three years	2018.06.28	0	0	0	0	0	0	0	0

Note: The names of corporate shareholders and their representatives should be listed separately (for corporate shareholders, the name of the corporate shareholder should be indicated.)

(I) Director information 2.

Date: April 26, 2026

Title	Name	Gender Age Note 2	Nationality or place of registration	Principal Experience (Education)	Office(s) Concurrently Held in the Company and Other Companies	Spouse or relatives within the second degree of kinship or closer acting as other supervisors or directors			Note 3
						Title	Name	Relationship with the Company	
Chairman	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Hong-Ren	Male Aged 66-75	Republic of China	MBA, Lindenwood College, USA	Chairman, Hua Eng Wire & Cable Co., Ltd. Chairman, Hua Ho Engineering Co., Ltd. Chairman, Taiwan Times Co., Ltd. Director, Hua Horng Investment Co., Ltd. Director, International Ship-breaking Enterprise Co. Ltd.	Director Director	Liu Chung-Jen Wang Wen-Ling	Second degree of kinship Second degree of kinship	—
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Liu Chung-Jen	Male Aged 66-75	Republic of China	Business management, Columbia College, USA	Director, Hua Eng Wire & Cable Co., Ltd. Chairman, Hua Horng Investment Co., Ltd. Director, Mei-Da Co., Ltd. Chairman, Mei-Da Co., Ltd. Director of Taiwan Times	Director Director	Wang Hong-Ren Wang Wen-Ling	Second degree of kinship Spouse	—
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Ming-Jen	Male Aged 76-85	Republic of China	Department of Industrial Engineering, Chung Yuan University of Technology	Director, Hua Eng Wire & Cable Co., Ltd. Director and President of Taiwan Times Legal representative of Sheng Feng Co., Ltd. Supervisor of Huahong investment Co., Ltd. Supervisor of Media Co., Ltd. Supervisor of International Shipbreaking Enterprise Co. Ltd.	None	—	—	—
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Wen-Ling	Female Aged 56~65	Republic of China	Christ's College Taipei	Director, Hua Eng Wire & Cable Co., Ltd. Director, Hua Horng Investment Co., Ltd. Director, Mei-Da Co., Ltd. Director, International Ship-breaking Enterprise Co. Ltd.	Director Director	Wang Hong-Ren Liu Chung-Jen	Second degree of kinship Spouse	—
Independent Director	Hu Lee-Ren	Male Aged 76-85	Republic of China	Department of Accounting, College of Commerce, National Chengchi University	Member of the Remuneration Committee of the Company.	None	—	—	—
Independent Director	Cheng Tiao-Hsiang	Male Aged 66-75	Republic of China	National Chung Hsing University Department of Business Administration	Independent Director, Member of the Remuneration Committee and Audit Committee of NeoCore Technology Co., Ltd. Member of the Company's Remuneration Committee	None	—	—	—

Independent Director	Huang Jen-Tsung	Male Aged 66-75	Republic of China	New York University Ph.D., Business Administration (specializing in finance)	Department of Financial Management, National Sun Yat-sen University Adjunct Associate Professor MAYO Human Capital Inc. Independent Director, Remuneration Committee member, and Audit Committee member Supervisor of Ruipeng Technology Co., Ltd. Remuneration Committee member of the Company	None	—	—	—

Note 1: Directors of the Company did not work in the firm of the certified public accountant during the previous disclosure period.

Note 2: Please list the actual age, which may be presented by age ranges, such as 41–50 years old or 51–60 years old.

Note 3: If the Company's chairman and general manager or equivalent (top manager) are the same person, or spouse or relative within one degree of kinship to the other, the reason, rationality, necessity and relevant information of the corresponding measures should be explained (e.g., the number of independent directors should be increased, more than half of the directors should not be concurrent employees or managers, etc.).

Table 1: Major Shareholders of Institutional Shareholders

April 26, 2026

Name of institutional shareholder (Note 1)	Major Shareholders of Institutional Shareholders (Note 2)
Hua Eng Wire & Cable Co., Ltd.	First Copper Technology Co., Ltd. (32.96%), Hua Horng Investment Co., Ltd. (7.39%), Wang-Yang Pai-Wor (5.24%), Wang Feng-Shu (2.55%), Wang Wen-Ling (2.20%), Wang Hong-Ren (2.12%), Wang Hung-Ming (1.46%), Chen Kun-Rong (0.80%), Wang Tzu-Chia (0.73%), Mei-Da Co., Ltd. (0.62%), Wang Wei-Chun (0.62%)

Note 1: If the director or supervisor is a representative of an institutional shareholder, the name of the institutional shareholder should be filled in.

Note 2: Fill in the name of the main shareholder of the institutional shareholder (with the shareholding ratio falling within the top ten) and the shareholding ratio. If the main shareholder is a juridical person, the following Table 2 should be filled in.

Note 3: If an institutional shareholder is not a company organizer, the name of the shareholder and shareholding ratio that should be disclosed before is the name of the investor or donor and the ratio of capital contribution or donation. (refer to the announcement of the Judicial Yuan) and the percentage of the investment or donation. If the donor already passed away, their name shall be annotated with the word (deceased).

Table 2: Major shareholders of major shareholders who are juridical persons as referred to in Table 1

April 26, 2026

Name of institutional shareholder (Note 1)	Major Shareholders of Institutional Shareholders (Note 2)
First Copper Technology Co., Ltd.	Hua Eng Wire & Cable Co., Ltd. (39.44%), Wang-Yang Pai-Wor (10.49%), Wang Wen-Ling (1.82%), Wang Feng-Juan (0.67%), International Shipbreaking Enterprise Co. Ltd. (0.50%), Wang Feng-Shu (0.43%), Wang Feng-Chin (0.23%), Wang, Wei-Chun (0.20%), Wang, Tzu-Chia (0.20%), Wang, Hong-Ren (0.19%)
Hua Horng Investment Co., Ltd.	Kulsum Industries Ltd. (79.79%), Wang Wen-Ling (3.19%), Wang Feng-Juan (3.19%), Wang Feng-Shu (3.19%), Wang Hong-Ren (3.19%), Wang Yu-Ting (2.13%), Wang-Yang Pi-E (1.60%), Wang Wei-Chun (1.49%), Wang Tzu-Chia (1.38%), Wang Feng-Ching (0.85%)
Mei-Da Co., Ltd.	Wang-Yang Pi-O (41.05%), Wang Wen-Ling (16.32%), Wang Feng-Chuan (15.79%), Wang Feng-Shu (15.79%), Wang Hong-Ren (5.26%), Wang Yu-Ting (0.53%)

Note 1: If the main shareholder is a juridical person as shown in Table 1 above, the name of the juridical person should be filled in.

Note 2: Fill in the name of the main shareholder of the juridical person (where its shareholding ratio falls in the top ten) and its shareholding ratio.

Note 3: If an institutional shareholder is not a company organizer, the name of the shareholder and shareholding ratio that should be disclosed before is the name of the investor or donor and the ratio of capital contribution or donation. (refer to the announcement of the Judicial Yuan) and the percentage of the investment or donation. If the donor already passed away, their name shall be annotated with the word (deceased).

(I) Director information 3.

1. Disclosure of Directors' Professional Qualifications:

Name	Professional qualification and experience (Note 1)
Hua Eng Wire & Cable Co., Ltd. Representative: Wang Hong-Ren	Mr. Wang Hong-Ren majored in business administration, and was previously Director of First Copper Technology and the Chairman of Taiwan Times. He is currently Chairman of Hua Eng Group, and possesses decades of working experience required for business and corporate operations. He is equipped with business management and strategic leadership capability and is able to lead the Company to better development and sustainable operating targets. There is no circumstance under subparagraphs under Article 30 of the Company Act.
Hua Eng Wire & Cable Co., Ltd. Representative: Liu Chung-Jen	Mr. Liu Chung-Jen, who majors in business administration, has served as a director for Hua Eng Group for about 20 years. Aside from being familiar with the Company's organization and operations, he specializes in business administration; is able to make operational judgment as to whether the economy, market, and industry trend toward; has the expertise and experience that can carry the Company toward sustainable development; and is not under any of the circumstances set out in Article 30 of the Company Act.
Hua Eng Wire & Cable Co., Ltd. Representative: Wang Ming-Jen	Mr. Wang Ming-Jen, who was a graduate from the Department of Industrial Engineering of Chung Yuan University of Science and Technology, has been a professional manager for Taiwan Times for more than 30 years. He has practical experience derived from his participation in plant contraction, machinery and equipment purchase, and onsite production; has expertise and experience respecting mechanical engineering and production management; and is not under any of the circumstances set out in Article 30 of the Company Act.
Hua Eng Wire & Cable Co., Ltd. Representative: Wang Wen-Ling	As a director of Hua Horng Investment Co., Ltd., Ms. Wang Wen-Ling has accumulated investment and financial judgment and experience, and has the decision-making ability in business management and crisis handling, and has the professionalism and experience required for the Company's business. Ms. Wang is not subject to matters with respect to Article 30 of the Company Act.
Hu Lee-Ren	Mr. Hu Lee-Ren, a graduate from the Department of Accounting of National Chengchi University (NCCU), used to be the associate vice president of the financial department of China Steel Corporation and a president and chairman of Gains Investment Corporation. He has rich industrial experience; has more than 5 years of experience in commerce, finance, and a profession that the company's business requires, as well as other professional qualifications; and is not under any of the circumstances set out in Article 30 of the Company Act.

Cheng Tiao-Hsiang	Mr. Cheng Tiao-Hsiang, a graduate from the Department of Business Administration of National Chung Hsing University, Independent director, Remuneration Committee member and Audit Committee member of NeoCore Technology Co., Ltd., and used to be the chairman of the Bankers Association of Tainan, chairman of the Bankers Association of Greater Kaohsiung, manager of the Tainan Branch of Bank of Taiwan, manager of the Fengshan Branch of Bank of Taiwan, and manager of some branches of Bank of Taiwan. He is a finance expert; has more than five years of work experience in commerce, finance, or a profession necessary for the business of the Company; and is not under any of the circumstances set out in Article 30 of the Company Act.
Huang Jen-Tsung	Mr. Huang Jen-Tsung, Ph.D. in Business Administration (Major in Finance) from New York University, Currently Adjunct Associate Professor, Department of Financial Management, National Sun Yat-sen University; Independent Director, Remuneration Committee member, Audit Committee member of MAYO Human Capital Inc.; and Supervisor of Ruipeng Technology Co., Ltd. He specializes in research of financial management; has been an instructor or higher position in a department of commerce, law, finance, accounting, or other academic department related to the business needs of the company in a public or private junior college, college, or university for more than 5 years; and is not under any of the circumstances set out in Article 30 of the Company Act.

Note 1: Professional qualification and experience: Describe the professional qualifications and experience of an individual director and supervisor. Where the party concerned is a member of the Audit Committee who specializes in accounting or law, his/her accounting or legal background as well as work experience shall be stated; and prove that any matter specified in Article 30 of the Company Act does not exist.

2. Disclosure of Directors' Independence State

Name	Independence state (Note 2)	Number of other public companies in which the individual is concurrently serving as an independent director
Hu Lee-Ren	The individual meets all of the following criteria for independence of an independent director during the term of office, and within two years prior to being elected: (1) Not an employee of the Company or its affiliates. (2) Not a director or supervisor of the Company or its affiliates. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.) (3) Not a natural-person shareholder holding more than 1% of the total number of issued shares or among the top 10 natural-person shareholders in the name of itself, its spouse, minor children or others. (4) Not a managerial officer under (1) or a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship under (2), (3). (5) Not a director, supervisor, or employee of a corporate shareholder directly holding 5% or more of the total number of issued shares of the Company, or among the top 5 in shareholdings, or designating its representative to serve as a director or supervisor of the Company under Article 27, Paragraph 1 or 2 of the Company Act. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.) (6) Not a director, supervisor, or employee of other company. If a majority of the Company's director seats or shares with voting rights and those of that other company are controlled by the same person: (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or	None
Cheng Tiao-Hsiang		1

Huang Jen-Tsung	a subsidiary of the same parent.) (7) Not a director, supervisor, or employee of the other company or institution who is or whose spouse is the chairperson, president, or equivalent positions of the Company. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.) (8) Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specific company or institution that has a financial or business relationship with the Company. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent and when the specific company or institution holds more than 20% of the Company's total issued shares but not more than 50%.) (9) Not a professional, sole proprietor, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or its spouse that provides the Company or affiliates with audit services or commercial, legal, financial, accounting or related services with cumulative amount of remuneration in the last two years exceeding NT$500,000. This restriction does not apply, however, to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations. (10) Not a person who has a spouse or relatives of second degree of kinship in other directors. (11) Not a person with any of the circumstances under Article 30 of the Company Act. (12) Not a person elected in the capacity of the government, a corporation, or a representative as provided in Article 27 of the Company Act.	1

Note 2: An independent director's state of independence shall be stated; the statement may include but is not limited to whether the independent director, or the spouse or a second degree relative thereof serves as a director, supervisor, or employee of the Company or its affiliates; how many shares and how much weight of equity do they hold in person (or under other person's name); whether the independent director serves as a director, supervisor, or employee of a company having specific relationship with the Company (refer to Article 3, Paragraph 1, Subparagraph 5 through Subparagraph 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and how much the consideration that an independent director received is for his/her providing the Company or its affiliates with services respecting commerce, law, finance, or accounting in the most recent two years.

3. Diversification and independence among Board members

The Company promotes and respects diversity policy for board composition. According to Article 20 of the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”, the composition of the board of directors shall be determined by taking diversity into consideration, and it is advisable that an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs be formulated. Aside averting the scenario where the directors who are also employees of the Company occupy more than one third of board seats, the Company also pays close attention to the composition of gender, age, nationality, professional knowledge, and experience among board members. The Company aims to achieve our ideal goals for corporate governance. As such, we demand that our board as a whole possess the following abilities:

(1) Ability to make operational judgments. (2) Ability to perform accounting and financial analysis. (3) Ability to conduct management administration. (4) Ability to conduct crisis management.

(5) Knowledge of the industry. (6) An international market perspective. (7) Ability to lead. (8) Ability to make policy decisions.

The Company’s Board of Directors comprises 7 directors, 3 of them being independent directors, accounting for 43% of total director seats. The majority of the independent directors serve no more than three consecutive terms and has qualifications that meet the requirements of laws for an independent director. There was no transfer of job title from a director to an independent director, or from an independent director to a director, during their term of office. Each director is allowed to exercise their powers and duties objectively, and more than half of all directors are not a spouse, or a relative within the second-degree of kinship, of each other, complying with the requirement set forth in Article 26-3, Paragraph 3 of the Securities and Exchange Act.

Currently, the company has only one female director seat, accounting for less than one-third of the total seats. This is primarily due to the difficulties in finding professionals with the necessary industrial background. In the future, suitable talent from various professions will be considered from all perspectives. Meanwhile, female director seats will be steadily increased during re-elections to further advance the goal of director gender diversity.

Implementation status is as follows:

Job Title	Name	Nationality	Age	Gender	Independent Director Term of office			Diversity of expertise							
					3 years or less	3 - 9 years	More than 9 years	Ability to make operational judgments	Ability to perform analysis Ability to perform accounting and financial	Ability to conduct management administration	Ability to conduct crisis management	Knowledge of the industry.	An international market perspective	Ability to lead.	Ability to make policy decisions.
Chairman	Wang Hong-Ren	Republic of China.	Aged 66-75	Male	—			✓		✓	✓	✓	✓	✓	✓
Director	Representative: Liu Chung-Jen	Republic of China.	Aged 66-75	Male	—			✓	✓	✓	✓	✓	✓	✓	✓
Director	Wang Ming-Jen	Republic of China.	Aged 76-85	Male	—			✓		✓	✓	✓	✓	✓	✓
Director	Wang Wen-Ling	Republic of China.	Aged 56-65	Female	—			✓		✓	✓		✓	✓	✓
Independent Director	Hu Lee-Ren	Republic of China.	Aged 76-85	Male			✓	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director	Cheng Tiao-Hsiang	Republic of China.	Aged 66-75	Male		✓		✓	✓	✓	✓		✓	✓	✓
Independent Director	Huang Jen-Tsung	Republic of China.	Aged 66-75	Male		✓		✓	✓	✓	✓		✓	✓	✓

Board membership diversification policy; management goals; status of achievement

Management goals	Status of achievement
Directors holding a dual post as a manager of the Company shall not occupy more than one third of total director seats	Achieved
At least one member of the Board of Directors shall be a female	Achieved
Independent directors shall occupy no less than one fifth of total director seats	Achieved

(II) Information on the General Manager, deputy general managers, managers, and associate managers of various departments and branches.

Unit: Shares; Date: April 26, 2026

Title	Name	Date assumed office	Gender	Nationality	Shares held		Spouse and minor children holding shares		Shares held in the name(s) of others		Principal Experience (Education) (Note 2)	Office(s) Concurrently Held in Other Companies	Spouse or relatives within the second degree of kinship or closer acting as managerial officers			Note (Note 3)
					Number of shares	Percentage of ownership	Number of shares	Percentage of ownership	Number of shares	Percentage of ownership			Title	Name	Relationship with the Company	
General Manager	Hong Mao-Yang	2018.04.01	Female	Republic of China	2,265	0.00%	0	0	0	0	Previously served as manager of the Company's Factory Manufacturing Department. Previously served as deputy general manager and acting general manager of the Company's Business Department. Agricultural Machinery Department, Pingtung Agricultural College.	None	None	—	—	—
Foreman	Shi Fei-Peng	2024.11.04	Female	Republic of China	0	0	0	0	0	0	Previously served as the Company’s deputy foreman and assistant manager of the Welding Division. Department of Mechanical Engineering, Chung Cheng Institute of Technology.	None	None	—	—	—

Title	Name	Date assumed office	Gender	Nationality	Shares held		Spouse and minor children holding shares		Shares held in the name(s) of others		Principal Experience (Education) (Note 2)	Office(s) Concurrently Held in Other Companies	Spouse or relatives within the second degree of kinship or closer acting as managerial officers			Note (Note 3)
					Number of shares	Percentage of ownership	Number of shares	Percentage of ownership	Number of shares	Percentage of ownership			Title	Name	Relationship with the Company	
Accounting Supervisor	Wu Jia-Yu	2003.03.17	Male	Republic of China	0	0	0	0	0	0	Department of Accounting, Tunghai University. KPMG Taiwan Senior Manager of Audit Department.	Accounting Supervisor, Hua Eng Wire & Cable Co., Ltd. Director, Savior Lifetec Corporation Director, HPixon Technologies Corporation Director, International United Technology Co., LTD.	None	—	—	—
Finance Manager	Hong Jue-Qian	2022.01.10	Male	Republic of China	0	0	0	0	0	0	Feng Chia University Department of Economics	Finance Manager and manager of the Financial Division, Hua Eng Wire & Cable Co., Ltd.	None	—	—	—
Corporate Governance Manager	Lu Xiu-Ying	2021.05.10	Male	Republic of China	0	0	0	0	0	0	Department of Commerce, National Open University	Corporate Governance Manager and manager of the Stock Affairs Division, Hua Eng Wire & Cable Co., Ltd.	None	—	—	—

Note 1: Include general manager, deputy general managers, associate managers, and the chiefs of all the company's divisions and branches. Regardless of position, all assignments equivalent to general manager, deputy general manager, and deputy manager shall be shown.

Note 2: Experience related to the current position. If the person has worked for the Company's CPA firm or affiliates in the aforementioned period, please specify the tile of the position and the duties performed.

Note 3: If the company's general manager or equivalent (top manager) and its chairperson are the same person, or spouse or relative within one degree of kinship to the other, the reason, rationality, necessity and relevant information of the corresponding measures should be disclosed (e.g., the number of independent directors should be increased, more than half of the directors should not be concurrent employees or managers, etc.): N/A

II. Remuneration paid to directors, supervisors, general managers, deputy general manager(s) in the most recent year

(1) Remuneration paid to directors (including independent directors)

Units: NTD thousand, shares; Date: December 31, 2025

Title	Name	Directors' Remuneration								Sum of A, B, C, and D; and Sum of A, B, C, and D as a percentage of net profits (loss) after tax (Note 10)		Remuneration from concurrently serving as employee								Sum of A, B, C, D, E, F,; and Sum of A, B, C, D, E, F, as a percentage of the net profit after tax (Note 10)		Remuneration received from investee companies outside of subsidiaries or from the parent company (Note 11)
		Remuneration (A) (Note 2)		Retirement pension (B)		Directors' remuneration (C) (Note 3)		Business execution expenses (D) (Note 4)				Wages, rewards, special allowances, etc. (E) (Note 5)		Pension upon retirement (F)		Employee bonuses (G) (Note 6)						
		The Company	All companies in the financial reports (Note 7)	The Company	All companies in the financial reports (Note 7)	The Company	All companies in the financial reports (Note 7)	The Company	All companies in the financial reports (Note 7)	The Company	All companies in the financial reports (Note 7)	The Company	All companies in the financial reports (Note 7)	The Company	All companies in the financial reports (Note 7)	The Company		All companies in the financial reports (Note 7)		The Company	All companies in the financial reports (Note 7)	
																Cash amount	Stock amount	Cash amount	Stock amount			
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Hong-Ren	1,844	Not applicable	0	Not applicable	95	Not applicable	120	Not applicable	2,059 1.69%	Not applicable	0	Not applicable	0	Not applicable	0	0	Not applicable	Not applicable	2,059 1.69%	Not applicable	0
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Liu Chung-Jen	0	Not applicable	0	Not applicable	95	Not applicable	120	Not applicable	215 0.18%	Not applicable	0	Not applicable	0	Not applicable	0	0	Not applicable	Not applicable	215 0.18%	Not applicable	0
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Ming-Jen	72	Not applicable	0	Not applicable	95	Not applicable	120	Not applicable	287 0.24%	Not applicable	0	Not applicable	0	Not applicable	0	0	Not applicable	Not applicable	287 0.24%	Not applicable	0
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Feng-Shu	0	Not applicable	0	Not applicable	0	Not applicable	30	Not applicable	30 0.02%	Not applicable	0	Not applicable	0	Not applicable	0	0	Not applicable	Not applicable	30 0.02%	Not applicable	0
	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Wen-Ling	0	Not applicable	0	Not applicable	95	Not applicable	100	Not applicable	195 0.16%	Not applicable	0	Not applicable	0	Not applicable	0	0	Not applicable	Not applicable	195 0.16%	Not applicable	0
Independent Director	Hu Lee-Ren	0	Not applicable	0	Not applicable	95	Not applicable	360	Not applicable	455 0.37%	Not applicable	0	Not applicable	0	Not applicable	0	0	Not applicable	Not applicable	455 0.37%	Not applicable	0
Independent Director	Diao-Hsiang Cheng	0	Not applicable	0	Not applicable	95	Not applicable	360	Not applicable	455 0.37%	Not applicable	0	Not applicable	0	Not applicable	0	0	Not applicable	Not applicable	455 0.37%	Not applicable	0
Independent Director	Huang Chen-Tsung	0	Not applicable	0	Not applicable	95	Not applicable	360	Not applicable	455 0.37%	Not applicable	0	Not applicable	0	Not applicable	0	0	Not applicable	Not applicable	455 0.37%	Not applicable	0

1. Please state the policies, systems, standards and structure of independent directors' remuneration, and, according to the responsibilities, risks, time invested and other factors, describe the relevance to the remuneration amount:
   (1) To meet the needs of independent directors to execute their business, the Board of Directors has approved a monthly payment to each independent director of a fixed amount of business execution fees.
   (2) If the Company makes a profit during the year, it shall allocate no more than 2% for director remuneration. However, when the Company has accumulated losses, the reserves for covering the losses shall be retained in advance.
2. In addition to the above disclosure, the remuneration received by the directors from the Company, any company included in the consolidated financial statements, or any investee for services they rendered in the capacity of a role other than an employee (e.g., an adviser) in the most recent year: None.

Table of Remuneration Scales

Range of remuneration paid to each director of the Company	Director name			
	The total amount of the first four remuneration items (A+B+C+D)		The total amount of the first seven remuneration items (A+B+C+D+E+F+G)	
	The Company (Note 8)	All companies in the financial reports (Note 9) H	The Company (Note 8)	All companies in the financial reports (Note 9) I
Less than 1,000,000	Representative, Hua Eng Wire & Cable Co., Ltd.: Liu Chung-Jen Representative, Hua Eng Wire & Cable Co., Ltd.: Wang Ming-Jen Representative, Hua Eng Wire & Cable Co., Ltd.: Wang Feng-Shu Representative, Hua Eng Wire & Cable Co., Ltd.: Wang Wen-Ling Independent Director: Hu Lee-Ren Independent Director: Cheng Tiao-Hsiang Independent Director: Huang Chen-Tsung	N/A	Representative, Hua Eng Wire & Cable Co., Ltd.: Liu Chung-Jen Representative, Hua Eng Wire & Cable Co., Ltd.: Wang Ming-Jen Representative, Hua Eng Wire & Cable Co., Ltd.: Wang Feng-Shu Representative, Hua Eng Wire & Cable Co., Ltd.: Wang Wen-Ling Independent Director: Hu Lee-Ren Independent Director: Cheng Tiao-Hsiang Independent Director: Huang Chen-Tsung	N/A
1,000,000 (inclusive) - 2,000,000 (exclusive)				
2,000,000 (inclusive) - 3,500,000 (exclusive)	Representative, Hua Eng Wire & Cable Co., Ltd.: Wang Hong-Ren		Representative, Hua Eng Wire & Cable Co., Ltd.: Wang Hong-Ren	
3,500,000 (inclusive) - 5,000,000 (exclusive)				
5,000,000 (inclusive) - 10,000,000 (exclusive)				
10,000,000 (inclusive) - 15,000,000 (exclusive)				
15,000,000 (inclusive) - 30,000,000 (exclusive)				
30,000,000 (inclusive) - 50,000,000 (exclusive)				
50,000,000 (inclusive) - 100,000,000 (exclusive)				
Over NTD 100,000,000				
Total	7		7	

Note 1: The names of directors should be listed separately. (For institutional shareholders, separately list the names of the institutions and their representatives.) Furthermore, separately indicate ordinary directors and independent directors, with disclosure of remuneration amounts done in aggregate. If a director is also the general manager or a deputy general manager, please fill in this form and the following table (3).

Note 2: Refers to the remuneration of directors in the most recent year (including directors' salary, job bonus, severance payment, various bonuses, incentives, etc.).

Note 3: Constitutes the amount of directors' remuneration proposed to be distributed by the Board of Directors in the most recent year.

Note 4: Refers to directors' relevant business execution expenses in the most recent year (including transportation fees, special expenses, various allowances, dormitory lodging, car allocation, etc.). When providing housing, cars, and other means of transportation or exclusive personal expenses, the nature and cost of the assets provided, and the actual or fair market price of rent, gas and other payments should be disclosed. In addition, if there is a driver, please note the relevant remuneration paid by the company to the driver; but this will not be included in the remuneration.

Note 5: Refers to items received in kind, etc., by concurrent directors and employees in the most recent year (including those concurrently serving as general manager, deputy general manager, other managers, and employees). Items encompass salary, job bonuses, severance payments, various bonuses, incentives, transportation fees, special expenses, various allowances, dormitory lodging, car allocations, and so on. When providing housing, cars, and other means of transportation or exclusive personal expenses, the nature and cost of the assets provided, and the actual or fair market price of rent, gas and other payments should be disclosed. In addition, if there is a driver, please note the relevant remuneration paid by the company to the driver; but this will not be included in the remuneration. In addition, salary expenses recognized in accordance with IFRS 2 "Share Based Payments" should also be included in remuneration, including employee stock option certificates, new restricted employee shares, participation in share subscriptions for capital increase, etc.

Note 6: Refers to remuneration (including stocks and cash) received by concurrent directors and employees in the most recent year (including those concurrently serving as general manager, deputy general manager, other managers, and employees). The amount of employee compensation approved by the Board of Directors in the most recent year shall be disclosed. If an estimation is not possible, calculate the proposed distribution amount this year based on the actual distribution amount last year, and fill in the attached table (4).

Note 7: The total amount of remuneration paid by all companies (including the Company) to the directors of the Company shall be disclosed in the consolidated report.

Note 8: The total amount of remuneration paid by the Company to each director and the name of the director is disclosed in the attribution level.

Note 9: The total amount of remuneration paid by all companies (including the Company) to each director of the Company shall be

disclosed in the consolidated report and the name of the director is disclosed in the attribution level.

Note 10: Net profit after tax refers to the net profit after tax in the most recent year; if IFRS has been adopted, net profit after tax refers to the net profit after tax of the parent company only or individual financial report in the most recent year.

Note 11: a. This column should clearly state the amount of relevant remuneration received by the directors of the Company from investee companies outside of subsidiaries or from the parent company (if none, please fill in "none").

b. If the directors of the Company receive relevant remuneration from investee companies outside of subsidiaries or from the parent company, the remuneration received by the Company directors from investee companies outside of subsidiaries or from the parent company shall be incorporated into column I of the table of remuneration scales. Further, change the field name to "or parent company and all reinvested businesses."

c. Remuneration refers to remuneration (including remuneration for employees, directors, and supervisors), rewards, business execution expenses, and other related compensation that directors of the Company receive as directors, supervisors, or managers from investee companies outside of subsidiaries or from the parent company.

* The content of the remunerations disclosed in this table differs from the concept of income as indicated in the Income Tax Act. As such, the purpose of this table is for disclosure of information only, not for taxation.

(2) Supervisors' Remuneration: Not applicable. The Company established an Audit Committee to replace supervisors after the re-election of the Board of Directors and Supervisors on June 30, 2017.

(3) Remuneration Paid to General Manager and Deputy General Manager(s)

Unit: NTD thousand; Date: December 31, 2025

Title	Name	Salary (A) (Note 2)		Retirement pension (B)		Bonuses, special expenses, etc. (C) (Note 3)		Employee compensation amount (D) (Note 4)				Sum of A, B, C and D; and Sum of A, B, C, and D as a percentage of the net profits after tax (%) (Note 8)		Remuneration received from investee companies outside of subsidiaries or from the parent company (Note 9)
								The Company		All companies in the financial reports (Note 5)				
		The Company	All companies in the financial reports (Note 5)	The Company	All companies in the financial reports (Note 5)	The Company	All companies in the financial reports (Note 5)	Cash amount	Stock amount	Cash amount	Stock amount	The Company	All companies in the financial reports (Note 5)	
General Manager	Hung Mao-Yang	1,560	Not applicable	92	Not applicable	137	Not applicable	80	0	Not applicable	Not applicable	1,869 1.54%	Not applicable	0
Foreman	Shi Fei-Peng	1,078	Not applicable	64	Not applicable	97	Not applicable	55	0	Not applicable	Not applicable	1,294 1.07%	Not applicable	0

＊ Regardless of job title, all positions equivalent to general manager or deputy general manager (for example: president, chief executive, director... etc.) should be disclosed.

Table of Remuneration Scales

Range of remunerations paid to general manager(s) and deputy general manager(s)	Name of General Manager and Deputy General Manager(s)	
	The Company (Note 6)	All companies in the financial reports (Note 7) E
Less than 1,000,000		N/A
1,000,000 (inclusive) - 2,000,000 (exclusive)	Hung Mao-Yang, Shih Fei-Peng	
2,000,000 (inclusive) - 3,500,000 (exclusive)		
3,500,000 (inclusive) - 5,000,000 (exclusive)		
5,000,000 (inclusive) - 10,000,000 (exclusive)		
10,000,000 (inclusive) - 15,000,000 (exclusive)		
15,000,000 (inclusive) - 30,000,000 (exclusive)		
30,000,000 (inclusive) - 50,000,000 (exclusive)		
50,000,000 (inclusive) - 100,000,000 (exclusive)		
Over NTD 100,000,000		
Total	2	

Note 1: The names of the general manager and deputy general managers shall be listed separately, and the payment amounts shall be disclosed in aggregate. If a director is also the general manager or a deputy general manager, please fill in this form and the above table (1-1) or (1-2).

Note 2: Constitutes salaries, job bonuses, and severance pay for the general manager and deputy general managers in the most recent year.

Note 3: Constitutes various bonuses, incentives, transportation fees, special expenses, various allowances, dormitory lodging, car allocations, and other remuneration amounts provided to the general manager and deputy general managers in the most recent year. When providing housing, cars, and other means of transportation or exclusive personal expenses, the nature and cost of the assets provided, and the actual or fair market price of rent, gas and other payments should be disclosed. In addition, if there is a driver, please note the relevant remuneration paid by the company to the driver; but this will not be included in the remuneration. In addition, salary expenses recognized in accordance with IFRS 2 "Share Based Payments" should also be included in remuneration, including employee stock option certificates, new restricted employee shares, participation in share subscriptions for capital increase, etc.

Note 4: Constitutes the amount of employee remuneration (including stocks and cash) approved by the Board of Directors for distribution to the general manager and deputy general managers in the most recent year. If an estimation is not possible, calculate the proposed distribution amount this year based on the actual distribution amount last year, and fill in the attached table (4).

Note 5: The total amount of remuneration paid by all companies (including the Company) to the general manager and deputy general managers of the Company shall be disclosed in the consolidated report.

Note 6: The total amount of remuneration paid by the Company to each the general manager and deputy general manager and the name of the general manager and deputy general manager is disclosed in the attribution level.

Note 7: The total amount of remuneration paid by all companies (including the Company) to each general manager and deputy general manager of the Company shall be disclosed in the consolidated report and the names of the general manager and deputy general managers are disclosed in the attribution level.

Note 8: Net profit after tax refers to the net profit after tax of the parent company only or individual financial report in the most recent year.

Note 9: a. This column should clearly state the amount of relevant remuneration received by the general manager and deputy general managers of the Company from investee companies outside of subsidiaries or from the parent company.

b. If the general manager and deputy general managers of the Company receive relevant remuneration from investee companies outside of subsidiaries or from the parent company, the remuneration received by the Company's general manager and deputy general manager from investee companies outside of subsidiaries or from the parent company shall be incorporated into column E of the table of remuneration scales. Further, change the field name to "parent company and all reinvested businesses."

c. Remuneration refers to remuneration (including remuneration for employees, directors, and supervisors), rewards, business execution expenses, and other related compensation that the general manager and deputy general managers of the Company receive as directors, supervisors, or managers from investee companies outside of subsidiaries or from the parent company.

* The content of the remunerations disclosed in this table differs from the concept of income as indicated in the Income Tax Act. As such, the purpose of this table is for disclosure of information only, not for taxation.

(4) Remuneration of top five management personnel (individual disclosure of names and remuneration methods) (Note 1)

Unit: NTD thousand; Date: December 31, 2025

Title	Name	Salary (A) (Note 2)		Retirement pension (B)		Bonuses and special expenses (C) (Note 3)		Employee compensation amount (D) (Note 4)				Ratio of the total amount of A, B, C and D and net profit after tax (%) (Note 6)		Remuneration received from investee companies outside of subsidiaries or from the parent company (Note 7)
								The Company		All companies in the financial reports (Note 5)				
		The Company	All companies in the financial reports (Note 5)	The Company	All companies in the financial reports (Note 5)	The Company	All companies in the financial reports (Note 5)	Cash amount	Stock amount	Cash amount	Stock amount	The Company	All companies in the financial reports	
General Manager	Hung Mao-Yang	1,560	Not applicable	92	Not applicable	137	Not applicable	80	0	Not applicable	Not applicable	1,869 1.54%	Not applicable	0
Foreman	Shih Fei-Peng	1,078	Not applicable	64	Not applicable	97	Not applicable	55	0	Not applicable	Not applicable	1,294 1.07%	Not applicable	0
Deputy chief Engineer and assistant to the plant manager	Cheng Lien-Fan	1,071	Not applicable	66	Not applicable	100	Not applicable	55	0	Not applicable	Not applicable	1,292 1.06%	Not applicable	0
Section Chief	Lin Yu-Chen	1,036	Not applicable	59	Not applicable	77	Not applicable	33	0	Not applicable	Not applicable	1,205 0.99%	Not applicable	0
Manager	Liu Ming-Yuan	996	Not applicable	60	Not applicable	90	Not applicable	51	0	Not applicable	Not applicable	1,197 0.99%	Not applicable	0

Note 1: In respect to the so-called “top five management personnel,” “management personnel” here refers to Company managers. As for the standards for identification of managers, this is based on Order No. 0920001301 dated March 27, 2003, Taicaizheng Sanzi No. 0920001301 of the former Securities and Futures Commission of the Ministry of Finance, which stipulates the scope of application of “managers.” In respect to calculation and determination of the top five highest-compensated personnel, this is based on the sum of the salaries, retirement pensions, bonuses, and special expenses that by Company managers receive from all companies in the consolidated financial reports, as well as the total amount of employee compensation (that is, the total amount of A+B+C+D). After sorting, the five highest paid persons are recognized. If a director concurrently serves as a manager identified above, this form and the above form (1-1) should be filled out.

Note 2: Constitutes salaries, job bonuses, and severance pay for the top five management personnel in the most recent year.

Note 3: Constitutes various bonuses, incentives, transportation fees, special expenses, various allowances, dormitory lodging, car allocations, and other remuneration amounts provided to top five management personnel in the most recent year. When providing housing, cars, and other means of transportation or exclusive personal expenses, the nature and cost of the assets provided, and the actual or fair market price of rent, gas and other payments should be disclosed. In addition, if there is a driver, please note the relevant remuneration paid by the company to the driver; but this will not be included in the remuneration. In addition, salary expenses recognized in accordance with IFRS 2 “Share Based Payments” should also be included in remuneration, including employee stock option certificates, new restricted employee shares, participation in share subscriptions for capital increase, etc.

Note 4: Constitutes the amount of employee remuneration (including stocks and cash) approved by the Board of Directors for distribution to the top five management personnel in the most recent year. If an estimation is not possible, calculate the proposed distribution amount this year based on the actual distribution amount last year, and fill in the attached table (5).

Note 5: The total amount of remuneration paid by all companies (including the Company) to the top five management personnel of the Company shall be disclosed in the consolidated report.

Note 6: Net profit after tax refers to the net profit after tax of the parent company only or individual financial report in the most recent year.

Note 7: a. This column should clearly state the amount of relevant remuneration received by the top five management personnel of the Company from investee companies outside of subsidiaries or from the parent company (if none, please fill in “none”).

b. Remuneration refers to remuneration (including remuneration for employees, directors, and supervisors), rewards, business execution expenses, and other related compensation that top five management personnel of the Company receive as directors, supervisors, or managers from investee companies outside of subsidiaries or from the parent company.

* The content of the remunerations disclosed in this table differs from the concept of income as indicated in the Income Tax Act. As such, the purpose of this table is for disclosure of information only, not for taxation.

(5) Names of managerial officers entitled to employee bonuses and amounts entitled

Units: NTD thousand, shares; Date: December 31, 2025

	Title (Note 1)	Name (Note 1)	Stock amount	Cash amount	Total	As percentage of income after tax (%)
Manager	General Manager	Hong Mao-Yang	0	190	190	0.16%
	Foreman	Shi Fei-Peng				
	Accounting Supervisor	Wu Jia-Yu				
	Finance Manager	Hung, Chien				
	Corporate Governance Manager	Lu Xiu-Ying				

Note 1: Individual names and titles should be disclosed, but profit distribution can be disclosed in aggregate.

Note 2: Constitutes the amount of employee remuneration (including stocks and cash) approved by the Board of Directors for distribution to the managers in the most recent year. If an estimation is not possible, calculate the proposed distribution amount this year based on the actual distribution amount last year. Net profit after tax refers to the net profit after tax in the most recent year; if IFRS has been adopted, net profit after tax refers to the net profit after tax of the parent company only or individual financial report in the most recent year.

Note 3: The scope of application of managers is based on the regulations of Order No. 0920001301 dated March 27, 2003, Taicaizheng Sanzi No. 0920001301 of the Commission, and its scope is as follows:

(1) General manager and equivalent
(2) Deputy general manager and equivalent
(3) Associate manager and equivalent
(4) Head of Finance Department
(5) Head of Accounting Department
(6) Others who have the right to manage affairs and sign for the Company

Note 4: If the directors, general manager, and deputy general managers receive employee compensation (including stocks and cash), this form should also be filled out in addition to filling out attached table (1).

(6) Amount of compensation paid in the last two years by the Company and all companies included in the consolidated financial statements to the Company's directors, supervisors, general manager, and deputy general managers, and the respective proportion of such compensation to the income after tax on individual financial reports, as well as the policies, standards, and packages by which it was paid, the procedures through which the compensation was determined, and its association with business performance and future risk.

Title	2025		2024	
	Analysis table for the proportion of the total of the remuneration paid to directors, supervisors, general managers, and deputy general managers by the Company and all companies in the consolidated financial statements vs. net profits after tax on individual financial statements.		Analysis table for the proportion of the total of the remuneration paid to directors, supervisors, general managers, and deputy general managers by the Company and all companies in the consolidated financial statements vs. net profits after tax on individual financial statements.	
	The Company	All companies in consolidated statements (including the Company)	The Company	All companies in consolidated statements (including the Company)
Director	3.40%	N/A	1.67%	N/A
Supervisor	Not applicable		Not applicable	
General Manager and Deputy General Manager(s)	2.61%		2.28%	

Explanation:

1. Directors' remuneration comprises remuneration, transportation allowances, and compensation. In accordance with the customary standard of relevant peers and in comparison to the business scale, Article 20 of the Articles of Association establishes reasonable criteria for chairmen's remuneration. The salaries of the remaining directors are not to be claimed. Transportation allowance is a reimbursement for business-related expenses that is determined by the extent of participation of each director in the company's operations (such as serving as members in other functional committees). Directors' remuneration and transportation allowance will be paid in accordance with the general provisions, regardless of the company's profit or loss. The directors' remuneration is determined by the company's remuneration philosophy and the peer standard, as explicitly stated in Article 39 of the Articles of Association. A directors' remuneration of no more than 2% will be allocated if the company has achieved profits, taking into account the company's operational performance, net income, and the ratios established in the company's Articles of Association for the current year. The distribution of directors' remuneration is determined by the results of the directors' performance assessment (such as attendance and participation, level of operational participation, and continuing education).
2. Managers' remuneration comprises of salary and employee bonuses, and employee compensation. These payments are subject to the company's salary standards, guidelines governing employee bonuses, and guidelines governing employees' remuneration. The manager salary package consists of a basic salary, efficiency allowance, sustenance allowance, supervisory allowance, and transportation allowance. Employee compensation is outlined in Article 39 of the Articles of Association. The total amount distributed to all employees shall not exceed 3% of the company's profit, provided that the company has generated a profit. In accordance with the guidelines governing the company's performance assessment management operations, employees' bonuses and remuneration will be incorporated into the personal performance, personal goal achievement rate, responsibility level, company contribution, and the company's business

profit achievement rate. These will be used as references for remuneration payment. As a result, the distribution of managers' remuneration is directly affected by the company's operational performance.

3. The directors' remuneration and employees' compensation allocation ratios and amounts will be approved following a review by the Remuneration Committee and a board resolution, which will be reported at the shareholders' meeting.
4. The company's Remuneration Committee has agreed to keep the current guidelines governing directors' remuneration distribution criteria, managers' salaries, employees' bonuses, and employees' compensation.

III. Corporate Governance Status

(I) Information on the operation of the Board of Directors:

(1) Information on the operation of the Board of Directors

The Board of Directors met 4 times in the most recent year (A), and directors' attendances were as follows:

Title	Name (Note 1)	Number of times actually attending (observing) (B)	Frequency of attendance	Actual attendance (observation) rate (%) (B/A) (Note 2)	Note
Chairman	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Hong-Ren	4	0	100.00%	
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Liu Chung-Jen	4	0	100.00%	
Director	Hua Eng Wire & Cable Co., Ltd. Representative: Wang Ming-Jen	4	0	100.00%	
Director	Hua Eng Wire & Cable Co., Ltd. Wang Feng-Shu	1	0	100.00%	Dismissed on 2025.03.24 (Should attend 1 time)
	Hua Eng Wire & Cable Co., Ltd. Wang Wen-Ling	3	0	100.00%	Took office on 2025.03.24 (Should attend 3 times)
Independent Director	Hu Lee-Ren	4	0	100.00%	
Independent Director	Cheng Tiao-Hsiang	4	0	100.00%	
Independent Director	Huang Jen-Tsung	3	1	75.00%	

Other matters to be recorded:

I. If any of the following occurs in the operation of the Board, specify the date, the session, the content of the motion, the opinions of the Independent Directors, and the response of the Company to the opinions of the Independent Directors:

(I) Matters listed in Article 14-3 of the Securities and Exchange Act.

1st Board meeting in 2025 (2025.03.03):

Approved the Linhai Plant equipment procurement.

Approved the motion for the "Statement of Internal Control Systems" for 2024.

Approved the changes in the Internal Audit Supervisor.

Approved the motion for CPA appointment and remuneration for 2025.

3rd Board meeting in 2025 (2025.08.04):

Approved the motion for amendment to the “Internal Control System for Stock Operations”.

Approved the motion for review of various remunerations for the Company's directors.

The above motions were approved unanimously by all independent directors.

(II) Further to the aforementioned matters, any adverse opinion or qualified opinion of the Independent Directors against the resolutions of the Board: None.

II. Implementation status of directors’ recusals from proposals due to conflicts of interest: There was no such situation in the Board of Directors in 2025.

III. Information on the evaluation cycle and period, evaluation scope, method and evaluation content of the board’s self (or peer) assessment as to be disclosed by TWSE/TPEx listed companies: Same as (2) the Board of Directors status of evaluation and implementation.

IV. Assessment of objectives and implementation status in respect of strengthening the powers of the Board of Directors for the current and immediately past years to be carried out:

1. The Company’s Board of Directors assembles at least once a quarter. Each Board member possesses the professional knowledge, skills, and competencies requisite for their performing their duties. They exercise their powers by law, by the Articles of Incorporation, and by resolutions reached by the shareholders’ meeting, offering management approaches, financial planning, professional technologies, and effective and concrete suggestions and consultations on operational development. Where an agenda item at a Board of Directors meeting involves the interest of a director or the legal person represented by a director and such interest conflicts with the Company’s interest, such a director shall not participate in discussion or voting, and shall recuse himself/herself from discussion and voting.
2. The Company has set forth its “Rules of Procedure for Board of Directors Meetings” to comply in accordance with the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies.” Furthermore, directors’ attendance at board meetings shall be entered into the Market Observation Post System and major resolutions of the Board of Directors shall be disclosed on the Company’s website.
3. In order to encourage directors to further their studies, the Company provides directors to participate in courses to increase their executive functions and meet the requirements of directors’ training hours.
4. In accordance with the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter, the Company has set up a Remuneration Committee and has established the Company’s Remuneration Committee Charter. Furthermore, three Remuneration Committee members were appointed to perform remuneration functions, and they were entered in the Market Observation Post System as attending in the Remuneration Committee.
5. To improve corporate governance and strengthen the functions of the Board of Directors, the Audit Committee was set up in 2018 in compliance with the Securities and Exchange Act and the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies; and the Audit Committee organizational rules were established. The Audit Committee comprises all (3) independent directors, at least one of whom should have accounting or financial expertise. It shall assist the Board of Directors in performing supervisory duties, being responsible for the proper expression of the Company’s financial statements; the selection (dismissal) of CPAs and overseeing their independence and performance; effective implementation of the company’s internal control; the Company’s compliance with relevant laws and regulations; and the

management and control of existing or potential risks faced by the Company.

6. The Company has taken out liability insurance for directors every year starting from 2019.
7. The Company carries out the performance evaluation of the Board and functional committees according to the "Regulations for Performance Evaluation of the Board" approved and established by the Board, and the evaluation is carried out regularly once a year. The evaluation results of 2025 were reported to the first Board meeting of 2026.

Note 1: Where directors and supervisors are associated with institutions, the names of institutional shareholders and their representatives shall be disclosed.

Note 2: (1) If a director or supervisor resigns before the end of the year, the date of resignation should be indicated in the remark's column. The actual attendance rate (%) is calculated based on the number of meetings of the Board of Directors during the term of service and the actual number of attendances.

(2) If directors or supervisors are re-elected before the end of the year, the new and old directors and supervisors should be listed, and the remarks column should indicate whether the director or supervisor is old, new or re-elected and the date of reelection. The actual attendance rate (%) is calculated based on the number of meetings of the Board of Directors during the term of service and the actual number of attendances.

(2) The Board of Directors status of evaluation and implementation:

Assessment cycle (Note 1)	Assessment period (Note 2)	Assessment scope (Note 3)	Assessment method (Note 4)	Assessment content (Note 5)
Performed once per year	January 1, 2025 - December 31, 2025	Self-evaluation made by the Board of Directors, individual board member, the Audit Committee, and the Remuneration Committee.	Performance evaluation on the internal self-evaluation on the Board of Directors and individual directors	1. Board of Directors performance evaluation: The degree of participation in the Company's operations, board decision quality, board composition and structure, selection and continuous education of directors, and internal controls. 2. Performance evaluation of individual directors: The mastery of Company goals and tasks, directors' responsibilities, involvement in the Company's operations, internal relationship management and communication, director's professional and continuing education, and internal controls. 3. Performance evaluation of functional committees: Involvement in the Company's operations, awareness of functional committee responsibilities, functional committee decision quality, functional committee composition and member selection, internal controls, and so on.

The Company has completed the evaluation of the performance of the Board of Directors of 2025. The evaluation was carried out in the form of self-evaluation, where the Board of Directors as a whole was required to evaluate their own performance by filling out a questionnaire. The questionnaires were then collected by the Company's meeting unit, which then summarized the evaluation results and reported the same to the first Board meeting of 2026 to serve as a basis for future review and improvement. The score for self-evaluation of Board performance averaged 4.75 points (out of 5 points); the score for self-evaluation of the performance of individual Board member averaged 4.79 points (out of 5 points), attesting to a functioning board operation. The score for self-evaluation of the performance of the Remuneration Committee and the Audit Committee averaged 4.85 points (out of 5 points), proving that the two committees had functioned well, met corporate governance criteria, and effectively enhanced the Board's function.

Note 1: Fill in the execution cycle of the Board of Directors evaluation; for example: once a year.

Note 2: Fill in the period covered by the Board of Directors' evaluation; for example: evaluating the performance of the board of directors from January 1, 2019 to December 31, 2019.

Note 3: The scope Board of Directors evaluation includes performance evaluation of the Board of Directors, individual directors, and functional committees.

Note 4: Evaluation methods include internal self-evaluation by the Board of Directors, self-evaluation by board members, peer assessment, appointment of external professional institutions, performance evaluation by experts or other appropriate methods.

Note 5: Evaluation content shall include at least the following items according to the evaluation scope:

(1) Board of Directors performance evaluation: Include at least the degree of participation in the Company's operations, board decision quality, board composition and structure, selection and continuous education of directors, and internal controls.

(2) Performance evaluation of individual directors: Include at least the mastery of Company goals and tasks, directors' responsibilities, involvement in the Company's operations, internal relationship management and communication, director's professional and continuing education, and internal controls.

(3) Performance evaluation of functional committees: Involvement in the Company's operations, awareness of functional committee responsibilities, functional committee decision quality, functional committee composition and member selection, internal controls, and so on.

(II) Operation of the Audit Committee:

The Audit Committee held 4 meetings (A). Independent directors' attendance is shown as follows:

Title	Name	Frequency of actual attendance (B)	Frequency of attendance	Actual attendance rate (%) (B/A) (Note)	Note
Independent Director	Hu Lee-Ren	4	0	100%	
Independent Director	Cheng Tiao-Hsiang	4	0	100%	
Independent Director	Huang Jen-Tsung	3	1	75%	

Other matters to be recorded:

I. In the event of any of the following in the audit committee, the dates of audit committee meetings, sessions, contents of motions, the dissenting opinion, qualified opinion, or significant suggestions of the independent director, resolutions of the audit committee meetings, and the Company's response to audit committee members' opinion should be specified:

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

Dates and sessions	Proposal content	Audit Committee resolution results	The Company's handling of the Audit Committee's opinions
March 3, 2025 3rd meeting of the 3rd term	1. 2024 business report and individua financial statements. 2. Approved the Linhai Plant equipment procurement. 3 .Issued the "Statement of Internal Control Systems" for 2024. 4. Approved the changes in the Internal Audit Supervisor. 5. Approved the motion for CPA appointment and remuneration for 2025.	Following consultation by the presiding chair, the proposal was passed without objection by all members present.	After the presiding chair consulted all the directors present, the proposal was passed without objection.
August 4, 2025 5th meeting of the 3rd term	1. Individual financial statementsfor Q2 2025. 2. Proposed amendment to "Internal Control System for Stock Operations".	Following consultation by the presiding chair, the proposal was passed without objection by all members present.	After the presiding chair consulted all the directors present, the proposal was passed without objection.

Whether an independent director has a dissenting opinion, qualified opinion, or material suggestion for the content of a motion: N/A.

Matters considered mainly included:

* Establishing or amending the internal control system in accordance with Article 14 of the Securities and Exchange Act.
* Evaluation of the effectiveness of the internal control system.
* Annual financial report and the Q2 financial report that needs to be certified by the CPAs.
* Other important matters specified by the Company or the competent authority.

(II) Further to the aforementioned matters, motions rejected by the Auditing Committee but passed by the Board at the consent of more than 2/3 of the Directors: No such situation.

II. Implementation status of independent directors' recusals due to conflicts of interest, including the name of the independent director, the content of the proposal, the reasons for recusal and voting status: No such situation.

III. Communication among independent directors, internal audit directors and certified public accountants (regarding major issues such as financials and businesses, communication methods and results)

(I) Methods of communication among independent directors, internal audit directors and certified public accountants

1. Internal audit directors' discussions of internal audit systems and relevant laws and regulations with independent directors in Audit Committee and at communication workshops. Amendment and discussion: Auditors submit monthly audit reports, as required and after presentation, to independent directors for review. Audit directors shall report audit matters at board meetings, to fully communicate about audits and audit effectiveness. If deemed necessary by independent directors, direct communication and inquiry may be conducted directly with internal audit directors over the phone, via emails or face-to-face.
2. Independent directors' communication with certified public accountants during Audit Remuneration meetings and at communication workshops; audit or review results by certified public accountants on financial reports and a comprehensive written or oral report to independent directors on the audit or review opinion intended for issuance. Communication should cover (1) Ethics and Independence. (2) Auditors' Responsibilities in Auditing Financial Reports. (3) Communication Regarding the Firm's Quality Management System. (4) Types of Audit Opinions (Review Conclusions). (5) Scope of Audit (Review). (6) Audit (Review) Findings. (7) Other Communication Matters. (8) Annual Audit Planning. (9) Communication Regarding Important Regulatory Updates, etc. . Accounting directors shall attend the discussions and provide necessary information on a timely basis. If deemed necessary by independent directors, direct communication and inquiry may be conducted directly with certified public accountants over the phone, via emails or face-to-face.
3. Communication frequency: at least one Audit Committee meeting each quarter and at least one communication workshop each year, for communication among independent directors, audit directors and certified public accountants

(II) The frequency and nature of communications between Independent Directors and chief internal auditor at the Board meetings, Audit Committee meetings, and communication seminars are as follows:

Date	Communication items	Processing implementation results
March 3, 2025	1. Audit work report from October 2024 to January 2025 2. Completion of 2024 internal control self-evaluation	Document reviews, report by the Board of Directors, and independent directors on audits: noted Submitted to Audit Committee for review and then to the Board of

	and issuance of "Statement of Internal Control System" for 2024	Directors for approval
May 5, 2025	1. Audit work report from February to March 2025	Document reviews, report by the Board of Directors, and independent directors on audits: noted Submitted to Audit Committee for review and then to the Board of Directors for approval
August 4, 2025	1. Audit work report from April to June 2025 2. Amended the "internal control system for stock affairs"	Document reviews, report by the Board of Directors, and independent directors on audits: noted Submitted to Audit Committee for review and then to the Board of Directors for approval Submitted to Audit Committee for review and then to the Board of Directors for approval
November 3, 2025	1. Audit work report from July to September 2025 2. 2026 Annual Audit Plan	Document reviews, report by the Board of Directors, and independent directors on audits: noted Submitted to Audit Committee for review and then to the Board of Directors for approval Submitted to Audit Committee for review and then to the Board of Directors for approval
November 3, 2025 Communication workshop	1. 2025 Audit Work Report 2. The Sustainability Report has been completed and published on the Company's website. 3. The Greenhouse Gas Inventory Report has been completed and published on the company's website.	Reporting by auditors on the implementation of annual audits The audit personnel reported the completion of the Sustainability Report and its disclosure on the Company's website. The audit personnel reported the completion of the Greenhouse Gas Inventory Report and its disclosure on the Company's website.

(III) The frequency and nature of communication between Independent Directors and chief internal auditor at the Board meetings, Audit Committee meetings, and communication seminars are as follows:

Date	Focus of communication	Processing implementation results
March 3, 2025	1. Communication and discussion on matters related to the Company's 2024 financial statements 2. Provision and description of the "AQI" by CPAs	After being discussed and approved by the Audit Committee, it was submitted to the Board for a resolution The completion of the CPAs' "AQI" for the Audit Committee to evaluate the proposal for the

		3 Proposal for the independence assessment of CPAs for certification of Company's financial statements	appointment of CPAs for the 2024 financial statement After being reviewed and approved by the Audit Committee, it was submitted to the Board for resolution.
	May 5, 2025	1. Communication and discussion on matters related to the Company's 2025 Q1 financial statements	Submitted to Audit Committee for review and then to the Board of Directors for approval
	August 4, 2025	1. Communication and discussion on matters related to the Company's 2025 Q2 financial statements	Submitted to Audit Committee for review and then to the Board of Directors for approval
	November 3, 2025	1. Communication and discussion on matters related to the Company's 2025 Q3 financial statements	Submitted to Audit Committee for review and then to the Board of Directors for approval
	November 3, 2025 Communication workshop	1. Report on the CPAs' annual audit plan	Reporting by certified public accountants on details and highlights of annual audits

Note 1: If an independent director resigns before the end of the year, the date of resignation should be indicated in the remarks column. The actual attendance rate (%) is calculated based on the number of meetings of the Audit Committee during the term of service and the actual number of attendances.

Note 2: If independent directors are re-elected before the end of the year, the new and old independent directors should be listed, and the remarks column should indicate whether the independent director is old, new or re-elected and the date of reelection. The actual attendance rate (%) is calculated based on the number of meetings of the Audit Committee during the term of service and the actual number of attendances.

(III) Status of corporate governance, and deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof:

Evaluation item	Status (Note 1)			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
I. Has the Company prepared and disclosed the Corporate Governance Best Practice Principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies?	✓		The Company's Board of Directors approved the formulation of the "Corporate Governance Best Practice Principles" on May 9, 2022, and disclosed the same on the website designated by the securities competent authority.	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies. The content is slightly revised according to the company's practice, but it is consistent with the spirit of the code.
II. The equity structure and shareholders' equity of the Company				
(I) Does the Company have internal operating procedures in place to deal with shareholder recommendations, doubts, disputes and litigation matters according to the procedures?	✓		(I) The Company has the spokesperson and acting spokesperson to handle the shareholder suggestions or disputes. The official website of the Company also indicates the contact window for the stakeholders.	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.
(II) Does the Company have a list of the major shareholders who actually control the Company, and the ultimate controllers of the major shareholders?	✓		(II) The Company has a list of the major shareholders who actually control the Company, and the ultimate controllers of the major shareholders and declares the information pursuant to laws and regulations.	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.
(III) Has the Company established and implemented the risk management, control and prevention mechanisms for affiliated companies?	✓		(III) After being passed by the Board of Directors and reported to the Shareholders' meeting, the "Prohibition of Making Endorsement or Guarantees for Others" and the "Prohibition of	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Status (Note 1)			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
(IV) Has the Company established internal regulations that prohibit insiders from using unpublished information in the market to buy and sell securities?	✓		Loaning Funds to Others" were put into force; the "Procedures for the Supervision of Subsidiaries", "Regulations Governing Related-party Transaction" and the "Regulations Governing the Acquisition and Disposal of Assets" were also formulated for the purpose of establishing a mechanism to control risks associated with associates. (IV) The Company has established Management Guidelines on Prevention of Insider Trading, to prevent information leakage and to ensure the consistency and accuracy of information disclosure. The Company's directors, managers and relevant personnel attend external training each year. The shareholders' service division also organizes workshops on laws and regulations for prevention of insider trading to explain to relevant personnel what constitutes insider trading. Laws and regulators are analyzed and case studies are provided on the prohibition of insider trading. The purpose is to strengthen the awareness of relevant personnel in prevention of insider trading and establish effective control procedures and prevention measures and robust corporate governance.	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.
III. Composition and Duties of the Board of Directors				

Evaluation item	Status (Note 1)			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
(I) Has the Board of Directors formulated diversification policy and specific management goals and implemented the same accordingly?	✓		(I) As required by the diversification policy specified on the Company's "Corporate Governance Best Practice Principles", members of the Board of Directors shall possess the knowledge, skills, and competencies requisite for performing their duties. The diversification policy has been fulfilled, given that each director performs their duties by exercising their diverse, professional knowledge about leadership, judgment, operational management, financial, and accounting. Refer to Page 13 for specific management goals and implementation status.	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.
(II) Does the Company voluntarily set up other functional committees other than the Remuneration Committee and the Audit Committee according to law?		✓	(II) The Board of Directors passed the resolution of establishing the Remuneration Committee on December 5, 2011, and the Shareholders' Meeting passed the proposal of establishing the Audit Committee on June 28, 2018. Apart from the aforementioned two committees, the Company does not have other functional committees.	There is no material difference with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies; in the future, the Company will continue to comply with relevant laws and regulations for discussion.

Evaluation item	Status (Note 1)			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
(III) Has the Company formulated the board's performance assessment and evaluation method, conduct performance evaluation annually and regularly, and report the results of the performance evaluation to the Board of Directors, and apply it to individual directors' remuneration and nomination renewal?	✓		(III) The Company has stipulated the Regulations on the Performance Assessment of the Board of Directors and the evaluation method on March 23, 2020, and the performance evaluation was completed by every end of Q1 of the next year. The 2025 performance evaluation result was submitted to the Board of Directors on March 9, 2026. The Remuneration Committee of the Company reviews remuneration policy, system, standards and structure for directors and managers and the policy and system of the performance evaluation on managers on a regular basis and submits the suggestion to the Board of Directors for discussion.	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.
(IV) Has the Company assessed the independence status of the CPAs at regular intervals?	✓		(IV) The Audit Committee of the Company evaluates the independence and adequacy of CPAs each year. Apart from requesting CPAs to provide the “Statement of Independence” and “AOI,” the Company also carry out the evaluation according to the standards in Note 1 and 13 AQIs. After confirmation, the CPA has no other financial interests or business relationships with the Company outside of certification and other assurance service cases, and the CPA’s family members do not violate independence	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">Status (Note 1)</th><th rowspan="2">Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary Description</th></tr>
<tr><td></td><td></td><td></td><td>requirements. With reference to AQI indicator information, it was confirmed that the CPA and the firm have no significant differences in audit experience and training hours compared to industry averages. Additionally, the use of digital audit tools, electronic confirmation processes, and AI-generated audit tools has been adopted to improve audit quality and efficiency. The evaluation results in the most recent year were discussed and approved by the Audit Committee on March 9, 2026, and reported to the Board for the resolution to approve the independence and adequacy evaluation of CPAs on March 9, 2026.
Note 1: CPA independence evaluation standards:
<table><tr><th>Evaluation indicators</th><th>Evaluation result</th><th>Whether the CPA meets the independence standard</th></tr><tr><td>I. CPAs and members of the Audit Service Team do not hold positions as directors, managers, or positions that have had a significant impact</td><td>Yes</td><td>Yes</td></tr></table></td><td></td></tr>
</table>

Evaluation item	Status (Note 1)					Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description			
			on the audits of the Company in the past two years.			
			II. The CPAs and members of the audit service team are not related to the Company's directors, managers or personnel who have a significant impact on the audit.	Yes	Yes	
			III. The CPAs have no direct or indirect significant financial interest relationship with the Company.	Yes	Yes	
			IV. The CPAs are not related to the audit cases or have public expenses.	Yes	Yes	
			V. Whether the CPAs confirm that the accounting firm to which they belong has complied with the relevant independence standards.	Yes	Yes	
			VI. The CPAs did not serve as directors, managers, or positions that have significant influence on the audit within one year after their resignation.	Yes	Yes	
			VII. There is no significant	Yes	Yes	

Evaluation item	Status (Note 1)					Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description			
			and close business relationship between CPAs and the Company.			
			VIII. There is no potential employment relationship between CPAs and the Company.	Yes	Yes	
			IX. The non-audit services provided by the CPAs to the Company have no important items that directly affect the audit cases.	Yes	Yes	
			X. The CPAs do not represent the Company in the defense of legal cases or other disputes with third parties.	Yes	Yes	
			XI. The CPAs do not promote or broker the shares or other securities issued by the Company.	Yes	Yes	
			XII. The CPAs did not receive any gifts or special offers of significant value from the Company or its directors, managers or major shareholders.	Yes	Yes	

Evaluation item	Status (Note 1)					Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description			
			XIII. The tenure of CPAs does not exceed seven years.	Yes	Yes	
			XIV. Whether the CPAs have complied with the requirements of the Bulletin of CPA Professional Ethics No. 10 about independence.	Yes	Yes	
IV. Is the TWSE / TPEx listed company equipped with qualified and appropriate number of corporate governance personnel, and appoint a corporate governance director responsible for corporate governance related matters (including but not limited to providing information needed by directors and supervisors to carry out business, assisting directors and supervisors to comply with laws and regulations, handling matters related to meetings of the Board of Directors and shareholders' meeting in accordance with the law, and producing minutes of board meetings and shareholders' meetings)?	✓		On May 10, 2021, the Board of Directors approved the establishment of the role Corporate Governance Officer. This position is served by Lu Hsiu-Ying, Manager of Department of Shareholders' Services. Lu has more than three years of managerial experience in finance and shareholders' services with public companies, in line with the statutory requirements for Corporate Governance Officer. Meanwhile, a number of suitable and appropriate corporate governance administrators are appointed, to handle corporate governance matters including organization of board meetings and shareholders' meetings according to laws; production of meeting minutes; registrations for company changes; assistance in onboarding and continuing education of directors; preparation of data required for directors to perform businesses; and support to directors in compliance. Please refer to pages 93 for continuing education of Corporate Governance Officer.			Compliant with the requirements of the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Status (Note 1)			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
V. Has the Company established channels for the communications with the stakeholders (including but not limited to the shareholders, employees, customers, and suppliers), and the section for the shareholders on the official website of the Company to respond to all concerns of the stakeholders on corporate social responsibility?	✓		Each responsible unit is the communication window. The detailed contact information like telephones and email are provided on the Company website for contacting and providing services.	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.
VI. Has the Company appointed a professional share registration and investors service agent for handling matters pertaining to the Shareholders Meeting?		✓	Since the initial offering of our shares, the Company's Stock Affairs Division has been arranging shareholder services on its own. The shareholders meeting is convened in the manner specified by law, and on the condition of being legal, effective, and safe, so as to ensure shareholders' equity.	There is no material difference with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies; in the future, the Company will continue to comply with relevant laws and regulations for discussion.
VII. Disclosure of Information				
(I) Has the Company installed a website for the disclosure of information on financial position and operation, as well as corporate governance?	✓		(I) The Company has established the website and disclosed relevant information.	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.
(II) Has the Company adopted other means for disclosure (such as the installation of a website in the English language, appointment of designated persons for the collection and disclosure of information on the Company, the implementation of a	✓		(II) The Company designates responsible person to collect and disclose information and implements spokesperson system.	The Company has established the English version of the website and disclosed basic information and business information. It is evaluating the feasibility of

Evaluation item	Status (Note 1)			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
spokesman system, and videotaping institutional investor conferences)? (III) Does the Company announce and declare its annual financial report within two months after the end of the fiscal year, and announce and declare the first, second, and third quarter financial reports and the monthly operating situation as early as possible within the prescribed time limit?		✓	(III) The Company shall announce and report the annual financial statements 75 days before the end of the fiscal year, and the first, second, and third quarter financial statements and the operating status of each month before the prescribed deadline.	adding English financial information and stock affairs information. There is no material difference with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies; in the future, the Company will continue to comply with relevant laws and regulations for discussion.
VIII. Is there any other essential information that would help understand the pursuit of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, the continuing education of directors and supervisors, the pursuit of a risk management policy and standard of risk assessment, the pursuit of a customer policy, and professional liability insurance coverage for the directors and supervisors)?	✓		(I) Employee rights and interests: The Company has treated employees with integrity and protected their legitimate rights and interests pursuant to the Labor Standards Act. (II) Employee care: The Company has stipulated and promoted the benefit system and good educational training system that enrich and stabilize employee's life and established excellent mutual trust relationship with employees. (such as: group insurance, company trip, recreational events, subsidies for giving birth, wedding and funeral, scholarship for employees and their children, employee health examination, and establishing parking lots to take care of employees' lives.) (III) Investor relationship: The Company establishes spokesperson and acting spokesperson to handle	Comply with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">Status (Note 1)</th><th rowspan="2">Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary Description</th></tr>
<tr><td></td><td></td><td></td><td>inquiries from shareholders and provide suggestions.
(IV) Relationship with suppliers: The Company has maintained good relationship with suppliers, and the procurement department is responsible for managing affairs related to suppliers.
(V) Rights and interests of stakeholders: Stakeholders may communicate with and make suggestions to the Company to protect their legitimate rights and interests.</td><td></td></tr>
<tr><td></td><td></td><td></td><td colspan="3">(VI) Training status of directors and supervisors in the most recent fiscal year:
<table>
<tr><th rowspan="2">Title</th><th rowspan="2">Name</th><th rowspan="2">Date assumed office</th><th colspan="2">Training date</th><th rowspan="2">Organizer</th><th rowspan="2">Course title</th><th rowspan="2">Study Hours</th></tr>
<tr><th>Commencement</th><th>Conclusion</th></tr>
<tr><td>Representative of legal person director</td><td>Wang Hong-Ren</td><td>June 20, 2024</td><td>2025/7/9</td><td>2025/7/9</td><td>Taiwan Stock Exchange</td><td>2025 Cathay Sustainable Banking and Climate Change Summit</td><td>6</td></tr>
<tr><td rowspan="2">Representative of legal person director</td><td rowspan="2">Liu Chung-Jen</td><td rowspan="2">June 20, 2024</td><td>2025/4/18</td><td>2025/4/18</td><td>Taiwan Investor Relations Association</td><td>2025 KPMG Leadership Forum – Upgrading Corporate Governance: Building a New Era of Talent Competitiveness</td><td>3</td></tr>
<tr><td>2025/7/9</td><td>2025/7/9</td><td>Taiwan Stock Exchange</td><td>2025 Cathay Sustainable Banking and Climate Change Summit</td><td>6</td></tr>
</table></td></tr>
</table>

Evaluation item	Status (Note 1) Yes	No	Summary Description	Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof

Title	Name	Date assumed office	Training date		Organizer	Course title	Study Hours
			Commencement	Conclusion			
Representative of legal person director	Wang Ming-Jen	June 20, 2024	2025/4/18	2025/4/18	Taiwan Investor Relations Association	2025 KPMG Leadership Forum - Upgrading Corporate Governance: Building a New Era of Talent Competitiveness	3
			2025/7/9	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Banking and Climate Change Summit	6
Representative of legal person director	Wang Wen-Ling	June 20, 2024	2025/7/9	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Banking and Climate Change Summit	6
Independent Director	Hu Lee-Ren	June 20, 2024	2025/4/18	2025/4/18	Taiwan Corporate Governance Association	2025 KPMG Leadership Forum – Upgrading Corporate Governance: Building a New Era of Talent Competitiveness	3
			2025/6/19	2025/6/19	Taiwan Academy of Banking and Finance	Corporate Governance Forum	3

<table>
<tr><td rowspan="2">Evaluation item</td><td colspan="3">Status (Note 1)</td><td rowspan="2">Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof</td></tr>
<tr><td>Yes</td><td>No</td><td>Summary Description</td></tr>
<tr><td></td><td></td><td colspan="2">
<table>
<tr><th rowspan="2">Title</th><th rowspan="2">Name</th><th rowspan="2">Date assumed office</th><th colspan="2">Training date</th><th rowspan="2">Organizer</th><th rowspan="2">Course title</th><th rowspan="2">Study Hours</th></tr>
<tr><th>Commencement</th><th>Conclusion</th></tr>
<tr><td rowspan="2">Independent Director</td><td rowspan="2">Diao-Hsiang Cheng</td><td rowspan="2">June 20, 2024</td><td>2025/4/18</td><td>2025/4/18</td><td>Taiwan Investor Relations Association</td><td>2025 KPMG Leadership Forum - Upgrading Corporate Governance: Building a New Era of Talent Competitiveness</td><td>3</td></tr>
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<tr><td rowspan="2">Independent Director</td><td rowspan="2">Huang Chen-Tsung</td><td rowspan="2">June 20, 2024</td><td>2025/4/18</td><td>2025/4/18</td><td>Taipei Exchange</td><td>2025 KPMG Leadership Forum - Upgrading Corporate Governance: Building a New Era of Talent Competitiveness</td><td>3</td></tr>
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</table>
</td><td></td></tr>
</table>

Evaluation item	Status (Note 1)			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
(VII)Implementation of risk management policies and risk measurement standards: Based on corporate operations, management team analyzes and categorizes risks into financial risks; supply chain and raw material risks; management risks; market risks; climate change risks; environment, safety and health risks; cybersecurity concerns; and factory management risks. Control strategies and measures are formulated, reviewed on a rolling basis and implemented by responsible units. (VIII)Implementation status of customer policy: The Company has maintained good relationship with customers and fully support the development of customized new products. (IX)The Company's purchase of liability insurance for directors and supervisors: The Company has purchased directors' liability insurance and Report on the renewal of insurance policy at the third Board meeting dated August 4, 2025. IX. Corrective action taken in response to the result of the Corporate Governance Evaluation conducted by the Corporate Governance Center of Taiwan Stock Exchange Corporation, and the priority of action on issues pending for corrective action in the most recent year. According to the results of the Corporate Governance Evaluation issued by the Corporate Governance Center of Taiwan Stock Exchange Corporation, the Company improved in the following areas in 2025: 1. Disclose the specific promotion plan and implementation results of corporate sustainability (ESG) on the company website. 2. Disclose on the company website the measures adopted, as well as their contributions to public welfare in the local community and improvements to environmental issues. Priorities and measures put forth to strengthen those areas where improvement has not yet emerged: 1. The plan considers reporting the remuneration received by directors at the annual shareholders' meeting.he annual report voluntarily discloses the individual remuneration of each director.				

Note 1: Regardless of whether "Yes" or "No" is checked, the operation status should be described in the summary description field.

(IV) When setting up a Remuneration Committee, its composition, responsibilities and operations shall be disclosed:

1. To improve remuneration policies and systems for the Company's directors and managers, the Remuneration Committee was established on December 5, 2011 via the Board of Directors' 4th session of that year, and in adherence to the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange.

   The Board of Directors has approved the appointment of Hu Lee-Ren, Chung Kun-Fa, Cheng Tiao-Hsiang and Huang Jen-Tsung as members of the 6th Remuneration Committee with term of office extending until June 19, 2027 this being the expiration date of the current term of directors. Hu Lee-Ren was selected from among themselves as convener.

2. Responsibilities of the Remuneration Committee: The Remuneration Committee should faithfully perform its duties with the attention of good managers, and submit its suggestions to the Board of Directors for discussion.

   For detailed responsibilities, please refer to Article 6 of the "Remuneration Committee Charter" of the Company as found on the website of the stock exchange.
   (Stock exchange website: Go to http://mops.twse.com.tw and click on "Corporate Governance," and "Formulation of rules and regulations related to corporate governance" to search)

(1) Information of Remuneration Committee Members

April 28, 2025

Position \ Criteria / Name		Professional qualifications and experience Independence state	Number of other public companies in which the individual is concurrently serving as a remuneration committee member
Independent Director (Convener)	Hu Lee-Ren	Refer to pages 9-13 (I) Director Information 3.	0
Independent Director	Cheng Tiao-Hsiang		1
Independent Director	Huang Jen-Tsung		1

(2) Information on the operation of the Remuneration Committee

I. There are 3 members of the Remuneration Committee of the Company.

II. The current term of members: June 20, 2024 to June 19, 2027; the Remuneration Committee met 3 times (A) in the most recent year and member qualifications and attendance are as follows:

Title	Name	Actual number of attendances (B)	Frequency of attendance	Actual attendance rate (%) (B/A) (Note)	Note
Convener	Hu Lee-Ren	3	0	100%	
Member	Cheng Tiao-Hsiang	3	0	100%	
	Huang Jen-Tsung	3	0	100%	

Other matters to be recorded:

I. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, the date and period of the Board of Directors, the content of the proposal, the resolution of the Board of Directors, and the Company's handling of the opinions of the Remuneration Committee should be stated. (If the remuneration approved by the Board of Directors exceeds the recommendation of the Remuneration Committee, the differences and reasons should be stated): No such situation.

Date and period	Proposal content	Remuneration Committee resolution results	The Company's handling of the opinions of the Remuneration Committee
March 3, 2025 6th Term 3rd meeting	1. Approved the motion for the 2024 distribution of remuneration to employees and directors.	Following consultation by the presiding chair, the proposal was passed without objection by all members present.	After the presiding chair consulted all the directors present, the proposal was passed without objection.
August 4, 2025 6th Term 4th meeting	1. Review of remuneration to director. 2. Approved the motion for amendment to the "Employee Compensation Calculation Method". 3. Review of the Company's manager remuneration policies, systems, standards, structure and performance, and evaluation methods.	Following consultation by the presiding chair, the proposal was passed without objection by all members present.	
November 3, 2025 6th Term 5th meeting	1. Approved the motion for employee salary adjustment.	Following consultation by the presiding chair, the proposal was passed without objection by all members present.	

II. On resolutions of the Remuneration Committee, if members have objections or reservations and have records or written declarations, the date, period, proposal content, opinions of all members and the handling of the opinions of the members shall be stated: No such situation.

Note:

(1) Before the end of the year, if a member of the Remuneration Committee resigns, the date of resignation should be indicated in the remarks column. The actual attendance rate (%) is calculated based on the number of meetings of the Remuneration Committee during the term of service and the actual number of attendances.

(2) Before the end of the year, if the Remuneration Committee is re-elected, the new and old Remuneration Committee members should be listed, and the remarks column should indicate whether the member is old, new or re-elected and the date of reelection. The actual attendance rate (%) is calculated based on the number of meetings of the Remuneration Committee during the term of service and the actual number of attendances.

(V) The State of the Company's Promotion of Sustainable Development: The Company's systems and measures and implementation status for environmental protection, community participation, social contribution, social services, social welfare, consumer rights, human rights, safety and health, and other social responsibility activities.

Promotion of Sustainable Development – Implementation Status and Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
I. Does the company establish a governance structure and set up an exclusively (or concurrently) dedicated unit to promote sustainable development? Is such unit being dealt with by high level management as authorized by the Board of Directors? How is it supervised by the Board of Directors? (TWSE/TPEx-listed companies should describe the implementation status – not "comply or explain")	✓		The Company's "ESG team" is led by the General Manager, who is responsible for convening meetings and making decisions on ESG initiatives, including corporate governance, ethical management, environmental protection, risk management, social engagement, and material issues of concern to stakeholders. The team integrates cross-departmental resources within the Company to confirm and review ESG strategies, related specific plans, and implementation results. The Company holds regular risk control meetings, where the production, business, procurement, and accounting departments conduct monthly meetings for the Copper Task Force and management. Each unit evaluates and determines risk categories, potential risks, management strategies, and practices. In addition to disclosing relevant information in the ESG report, the Company systematically	No difference

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			plans and incorporates appropriate budgets into the annual work plans of each responsible unit. The "ESG Team" then compiles the status of ESG initiatives each year and reports to the Board of Directors, which supervises the implementation of sustainable operations, evaluates the results, and provides necessary guidance. Please refer to the ESG Report and on the Company's website (fcht.com.tw). The relevant matters were reported to the Board of Directors on August 4, 2025.	
II. Does the company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2) (TWSE/TPEx-listed companies should describe the implementation status – not "comply or explain")	✓		This disclosure covers the Company's sustainability performance at its main locations from January to December 2025. The risk assessment boundary primarily includes First Copper Technology Co., Ltd. as an individual entity which covers the headquarters, Linhai Plant, Taipei Branch, and Taichung Sales Office. The Company holds regular risk control meetings, where the production, business, procurement, and accounting departments conduct monthly risk management meetings (such as metal raw material procurement and sales meetings) and operational meetings. Each unit evaluates and determines risk categories, potential risks, management strategies, and practices. Risk management and control measures	No difference

Evaluation item	Implementation Status (Note 1)					Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description			
			Risk categories	Potential risks	Control strategies and measures	
			Financial risks	Interest rate changes	Appropriate borrowing periods and floating/fixed interest rate structures to reduce interest rate risks	
					Budget planning on a weekly, monthly and annual basis to optimize funding tools and lower capital costs	
					Maintaining good relations with banks to obtain best interest rates by leveraging the Company's healthy financials	
				Exchange rate changes	Keeping an eye on exchange rates each day, to stay on top of the market information and adjust the schedule for export bill negotiations accordingly	
					Natural hedging of assets and liabilities denominated in foreign currencies and financing with receivables denominated in foreign currencies to mitigate exchange rate risks	

Evaluation item	Implementation Status (Note 1)					Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description			
			Supply chain and raw materials risks	Suspension of equipment and parts production Disruption of raw materials supply	Business intelligence and development trends are collated so that technical and production functions can respond in advance	
					Cautious and continuing development of alternative materials. Reduction of single supplier risks to mitigate the risk associated with the supplier's cease of production or disruption of suppliers	
					Prioritization of local procurement and flexible response to production requirements	
			Market risks	Imbalance of production and sales	Simulation of a range of production and sales scenarios with forecasts of expected orders, in order to dynamically coordinate production plans	
				Drastic market changes	Staying on top of industry trends, market developments and customer demands, as a reference to sales strategy	

Evaluation item	Implementation Status (Note 1)					Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description			
				Price fluctuations	Reasonable selling prices based on costs and in reference to industry levels	
				Product qualification	Collection of alloy samples for regular inspections and verifications by third parties in response to customers' requirements for third-party reports regarding hazardous substances	
			Climate change risks	Carbon emission control	Continuing management in energy efficiency and carbon reduction	
					Deployment of solar energy generation to reduce reliance of externally sourced energy	
					Low-Carbon Product Development	
			Environment, safety and health	Environment, safety and health	Increase in the number of licensed operators for fixed cranes, to reduce accident occurrence.	
					Enhanced occupational safety and health management by implementing ISO45001	

Evaluation item	Implementation Status (Note 1)					Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description			
			Management risks	Personnel changes	Step-up in employee training and key technical personnel development, to avoid disruption of normal operations due to gap in technical talents	
				Labor relations	Equal pay for equal work, greater transparency, enhanced inter-department interactions, higher corporate identification and lower staff turnover	
			Cybersecurity concerns	Security concerns with IT system Security concerns with IT system	Continuing updates of cybersecurity equipment to protect, manage, monitor systems and network activities	
					Continuing data backups and deployment of redundancy mechanisms	
					Regular drills in disaster recovery	
					Continuing advocacy of the importance of cybersecurity, intellectual property and personal data backups and integrity	
			Safety and Occupational Health		Implementation of ISO 45001 for Safe Production	
					Regular Safety Training	
					Routine Equipment Maintenance	

Evaluation item	Implementation Status (Note 1)					Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description			
			Factory management risks	Waste treatment and disposal	Factory Waste Disposal in compliance with regulations, engaging qualified disposal contractors and signing contracts to complete waste accumulation clearance operations	
					Environmental Management in accordance with ISO 14001 Environmental Management System	
				Old and tired production equipment	Primarily the improvement and update of rough rolling equipment and peripheral facilities, electronic control systems, hydraulic units and cooling and lubricating systems	
					The AP LINE heating furnace structure is deformed, which poses a high risk of damage. Plans are in place for immediate repair and replacement.	

<table>
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<tr><th>Yes</th><th>No</th><th>Summary Description</th></tr>
<tr><td></td><td></td><td></td><td><table><tr><td>Production capacity and manpower management</td><td>Due to a lack of personnel for succession, it is planned to boost competence training of existing employees and add migrant workers</td></tr><tr><td>Manufacturing process improvement</td><td>Expansion of Cu-Ni-Si alloy series and market footprint of Cu–Cr–Zr alloy products. Best manufacturing process design throughout the factory to achieve the highest yield and profits</td></tr></table>Please refer to sustainability reports and the Company’s website(fcht.com.tw).</td><td></td></tr>
<tr><td>III. Environmental Issues
(I) Has the Company established an appropriate environmental management system based on its industrial characteristics?</td><td>✓</td><td></td><td>(I) The Linhai Plant has established an ISO 14001 Environmental Management System and passed third-party verification. Registration Number: UCS-E-13-010, valid until: March 31, 2028. In accordance with ISO 14064-1, the Company conducts annual greenhouse gas inventories, tracks emission reduction performance, and publicly discloses the results in the Sustainability Report and on the</td><td>No difference</td></tr>
</table>

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			Company's website (fcht.com.tw).	
(II) Is the Company committed to improving the efficiency of energy utilization and using recycled materials with low impact on the environment?	✓		(II) The Company promotes all measures to reduce energy consumption and chooses high energy efficient equipment and energy-saving designs. Energy utilization efficiency is optimized by reducing corporate and product energy consumption and with more use of renewable energy. The target for 2025 is to decrease electricity consumption per unit of product by 1.84% compared with 2020; it was 3.43 MWh/ton in 2025 and 3.49 MWh/ton in 2020, representing a decrease of 0.064 MWh/ton (less than 3%). Therefore, this did not meet the reduction target of 3%. The goal for 2026–2027 is to reduce unit product electricity consumption by 15% compared to 2020, starting with a 15% reduction in 2026. Renewable energy generation facilities (solar power generation) were installed in 2024–2025 and have since begun operating, generating 1,162,891 kWh in 2025. All the raw materials used by the Company	No difference

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			adhere to the European Union's RoHS, REACH and halogen-free requirements. In 2022, Sustainable Development & ESG Task Force was established for the creation of a cross-platform resource integration and recycling system. This includes the recycling and reuse of materials, the manufacturing of products with renewable energy and the reduction of pollutions in the manufacturing process to mitigate the environmental impact. Green manufacturing avoids unnecessary waste of resources, reduces wastes and develops the technology for reuse. There are collective efforts from upstream to downstream of the value chain to recycle and reuse packaging materials. Meanwhile, recycled materials are being tested for products in order to lower the environmental impact and maximize the effect of the circular economy. Recycling of raw materials in the manufacturing process; R&D of waste reduction technologies; design and sale of circular products to create circular value.	

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
(III) Does the Company assess the potential risks and opportunities of climate change for the Company now and in the future, and take measures to deal with climate-related issues?		✓	(III) Sustainable Development & ESG Task Force is the Company's highest-level management unit for climate change. Chaired by President, the taskforce began in 2023 to review the Company's climate change strategy and goals; climate risks, opportunities and actions; implementation and future plans. Reports are submitted to the Board of Directors. A climate risk assessment was included in the ESG Report prepared by the Company in 2025. The Company will continue to evaluate the risks and opportunities climate change poses to the Company in accordance with the TCFD recommendation framework announced by the International Financial Stability Board, and will undergo a comprehensive assessment every three years with interim updates each year. These will be publicly disclosed in the ESG Report and on the Company's website(fcht.com.tw).	No major difference

<table>
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<tr><th>Yes</th><th>No</th><th>Summary Description</th></tr>
<tr><td>(IV) Does the Company count greenhouse gas emissions, water consumption and the volume of total waste in the past two years, and formulate policies for energy saving and carbon reduction, greenhouse gas reduction, water management or other waste management?</td><td>✓</td><td></td><td>(IV) 1. The Company has calculated the GHG emissions, water consumption and waste collection from Linhai Factory during the past two years.
(1) Greenhouse gas emissions: Please refer to pages 84 for details.
(2) Water consumption
<table><tr><th></th><th>Consumption of running water (L)</th></tr><tr><td>2024</td><td>201,322</td></tr><tr><td>2025</td><td>231,118</td></tr></table>(3) Total waste weight
<table><tr><th></th><th>2024</th><th>2025</th></tr><tr><td>General industrial wastes (tons)</td><td>473.904</td><td>585.900</td></tr><tr><td>Hazardous industrial wastes (tons)</td><td>440.268</td><td>487.543</td></tr><tr><td>Wastes per ton of copper sheets (ton/ton)</td><td>0.099</td><td>0.115</td></tr></table>2. To keep up with the international trend of energy efficiency and carbon reduction, the Company’s Sustainable Development & ESG Task Force implements projects to lower</td><td>No difference</td></tr>
</table>

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			energy consumption and carbon emissions. In 2025, the rooftop solar power panel installation at the Linhai Plant was completed with a capacityof1,235.78 kW, which is about 10% of the Linhai Plant's power contract capacity. Water consumption: inspection of water supply and emission pipes and replacement of leaking and old pipes to conserve water resources Water consumption is expected to reduce by 3% in five years from the base year of 2022. Wastes: reduction by recycling and reuse (1) The solar PV panel was installed at the copper foil plant and connected to the plant's power system on March 7, 2025. (2) Solar panels were installed at the bottling plant and connected to the plant's power system on May 12, 2026. (3) Checked and replaced leaking or old pipelines to save water resources. (4) A total of 20,668kg of copper sheet	

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			protective paper was recycled and reused. (5) Completed installation of the sludge dewatering equipment for wastewater treatment on August 30, 2025, to lower the water content of sludge to below 70% and reduce sludge production. It also regulates the amount of chemicals used in wastewater treatment equipment to reduce the amount of chemicals used and the amount of sludge generated. (6) The amount of wastewater sludge produced in 2025 was 44.71% lower than in 2022, and the amount of waste paper produced in 2025 was 27.44% lower than in 2022. 3. The Company's greenhouse gas assurance status for the past two years is detailed on page 84. Future greenhouse gas inventory will continue to be verified by a third party.	
IV. Social Issues (I) Has the Company established related policies and procedures in accordance with applicable legal rules and the International Convention on Human	✓		(I) The Company strictly adheres to applicable legislation and is dedicated to protecting employees' fundamental human rights.	No difference

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
Rights?			Employees' legal rights are protected in accordance with the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) treaties. Every employee is treated fairly and with respect, resulting in a welcoming environment. The Company conducts training sessions to promote awareness of relevant regulations.	
(II) Has the Company formulated and implemented reasonable employee welfare measures (including salary, vacation and other benefits, etc.), and appropriately reflects business performance or results in employee compensation?	✓		(II) We have formulated remuneration and leave measures in accordance with the Labor Standards Act, established an employee welfare committee, and contributed welfare funds as required by law. Please refer to section Four.V.(I).1 for details on employee welfare measures. To enable employees to work with peace of mind and ensure their financial security in retirement, the Company has established an employee retirement plan in accordance with the “Labor Standards Act” and the “Labor Pension Act,” providing stable pension contributions and benefits. Please refer to section Four.V.(I).3 for details on the retirement system.	No difference

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			The Company has established "Employee Performance Evaluation Management Measures" to ensure fair and reasonable evaluations of the work performance and contributions of supervisors and staff at all levels during the preceding period. The Company uses work performance and performance appraisal results as the basis for determining year-end bonuses for employees at all levels and for making decisions regarding salary adjustments and promotions. Assessment criteria for promotion include years of service, education background, performance, and professional skills.	
(III) Has the Company provided a safe and healthy work environment for the employees, and related education on occupational safety and health for the employees at regular intervals?	✓		(III) Occupational safety and health policy: Respect life, safety first Anchored in a respect for life and the philosophy of safety first, the Company promotes safety and health measures to ensure a good work environment for colleagues. The purpose is to integrate the management of safety and production, to reduce accidents during production and eventually achieve zero accident.	No difference

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			Please refer to IV 5-3 of this annual report for details of protective measures for working environment and personnel's safety. The frequency of disabling injuries in 2025 was 16.77, representing an increase from 14.97 in 2024. The Company failed to reach the target frequency of 6.0 for disabling injuries. There were 9 employees involved in 9 occupational injury incidents, accounting for 3.66% of the total number of employees at the end of 2025. Additionally, the Company failed to achieve the goal of zero incidents. After a thorough review of each occupational accident, the Company came up with improvement measures and immediately modified relevant operational checklists, inspected the safety of machines and equipment and arranged training and education for employees. We care about the mental and physical health of employees and strive to ensure employees' safety at work. Please refer to IV (3) 5-3 of this annual report for the monitoring of the operational	

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			environment for workers. According to Article 3 of the Labor Health Protection Act, the Company employs a medical doctor to provide labor health services and a nurse to organize health services at the factory. The purpose is to create a friendly and healthy workplace for all employees. This also helps the employer and occupational safety and health personnel to implement measures to prevent diseases and improve the work environment. Below is the list of safety, health and care items: 1. Annual health examinations for employees: regular health checks for operators and special-operation workers and follow-ups by nurses according to the Labor Health Protection Act and based on the situation at the factory. 2. To further and effectively improve the operational environment and safety, the Company has established a unit dedicated to environment, health and safety (EHS). EHS meetings are convened once every three months, to discuss the operational environment,	

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			safety and health issues. In the meantime, health and safety training and disaster prevention drills are organized. 3. In 2025, no fires occurred, and no personnel injuries or deaths were reported.	
(IV) Has the Company provided effective training in career planning for employees?	✓		(IV) Each year, the Environmental Safety Office is responsible for arranging training and licensing on cranes, forklifts and other such machinery, in order to increase the expertise of employees. During the year, each unit submitted employee training and education training plans, which were implemented accordingly. In 2025, a total of 36 classes were implemented, with 43 participants; the number of lecturing hours was 448.	No difference
(V) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	✓		(V) First Copper upholds the philosophy of product stability and sustainable management. From research and development to manufacturing and quality management, the Company maintains a rigorous approach and adheres	No difference

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			to the policy principle of “stable quality, professional service, and customer satisfaction.” In addition to being ISO 9001 certified, First Copper actively entered the automotive production supply chain to ensure long-term business sustainability, obtaining ISO/TS 16949 certification in 2011. In response to the updated IATF 16949:2016 standard, the company incorporated management enhancements in 2017, including “product safety,” “corporate social responsibility,” “risk analysis,” and “process management responsibilities.” Supplier management was also strengthened, leading to the successful acquisition of IATF 16949:2016 certification in 2018. The Company's quality management system follows a process-oriented structure, encompassing customer-oriented processes, management processes, and support processes. It integrates the PDCA cycle with statistical analysis for continuous improvement, ensuring customer satisfaction. In accordance with the ISO 9001 quality management system, First Copper has established the “Customer Complaints and Returns Handling Management	

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			Measures" to protect customer rights and implement a grievance procedure. A dedicated communication channel for stakeholders is available on the First Copper website (fcht.com.tw) under "Corporate Sustainability" → "Stakeholder Communication."	
(VI) Has the Company formulated supplier management policies, where suppliers are required to follow relevant regulations on issues such as environmental protection, occupational safety and health or labor and their implementation?	✓		(VI) The Company will take an even more proactive attitude to supplier management by fully considering environmental, social and economic aspects and keeping a close eye on significant or potential risks across the supply chain. By exercising our influence, we also urge suppliers to cultivate concepts and management ability in sustainable development. This will foster a positive cycle in the industry. The procurement unit has been requesting suppliers to sign the Letter of Commitment to Corporate Social Responsibility. A total of 146 suppliers have signed it to date. In 2024, 100% of new suppliers signed the commitment to corporate social responsibility. During the course of business and the process of production	No difference

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			and manufacturing, it is necessary to abide by the clauses regarding labor health and safety, ethics and integrity, environmental protection and continuous improvements. It is also required to adhere to relevant domestic and overseas laws and standards on corporate social responsibility and ensure a safe work environment across the supply chain and respect and dignity to employees. In addition, companies must assume accountability in environmental protection, practice code of conduct and work together in corporate social responsibility. In addition to fulfilling our own corporate social responsibility, we also ask suppliers to honor their responsibility to society.	
V. Does the Company refer to the internationally-prepared reporting standards or guidelines, preparation of Sustainability Report and other reports that disclose the Company's non-financial information? Did the preliminary report obtain the confidence or assurance opinion of the third-party verification unit?	✓		1. The Company prepared its 2025 sustainability report by adopting the core option of the GRI (Global Reporting Initiative) Standards and referring to the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies; (SASB) Sustainability Accounting Standards Board standard; industry practices (metal & mining) and TCFD (Climate-related Financial	No major differences.

Evaluation item	Implementation Status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description	
			Disclosures) framework for information disclosure. 2. Third-party assurance for 2024 has been obtained. The assurance process for 2025 was conducted on July 2026.	
VI. If the Company has related sustainable development best practice principles compiled in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies", it should disclose the difference between its principles and its implementation: The Company has prepared a corporate social responsibility report; for the state of operation, refer to the 2025 Sustainability Report of the Company. No difference				
VII. Other important information to facilitate better understanding of the company's promotion of sustainable development: Refer to our website at http://www.fcht.com.tw/ for a dedicated section titled "2025 Sustainability Report".				

Note 1: If "Yes" is selected for execution status, please describe the important policies, strategies, measures and implementations. If "No" is selected for execution status, please explain the differences and the reason for such differences in the column "Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and provide relevant policies, strategies, plans and measures going forward. Regarding the initiatives (1) and (2), the TWSE/TPEx listed company should describe the governance and oversight framework for sustainable development, including but not limited to management guidelines, strategies, goal setting and review methods. Please describe the Company's risk management policies or strategies and assessments of operational risks in environmental, social and corporate issues.

Note 2: The principle of materiality refers to those who have a significant impact on the Company's investors and other interested parties related to environmental, social and corporate governance issues.

Note 3: Please refer to the best-practice examples on the website of Taiwan Stock Exchange Corporate Governance Center for disclosure methods.

Climate-related Information of TWSE and TPEx Listed Companies

1. Implementation of climate-related information

<table>
<tr><th>Item</th><th>Implementation status</th></tr>
<tr><td>1. Describe the oversight and governance of directors and management over climate-related risks and opportunities.

2. Describe how the identified climate risks and opportunities affect the Company's business, strategy, and finance (short-, medium-, and long-term).</td><td>1. Given the increasingly significant impact of climate change on corporate operations, the importance of climate change to the sustainable operation of the Company has been taken into consideration. The Company has established an "ESG Promotion Team" as the highest level for climate change management, chaired by the President. Operating since 2023, it reviews the Company's climate change strategies and goals, manages climate change risks and opportunities, reviews implementation status, discusses future plans, and reports to the Board of Directors.
2. The Company pays close attention to trends in global climate change and to the development of international responses, and includes climate change as one of the material topics and crucial risks for sustainable corporate development. It continues to conduct analysis and management to identify potential major risks and opportunities for operations. We have specified our goals and promote management actions for carbon reduction strategies; these risks and opportunities are summarized as follows:
(1) The four types of risks are summarized as follows:

<table>
<tr><th>Term</th><th>Risk</th><th>Impact</th><th>Countermeasures</th></tr>
<tr><td>Mid-to-long-term</td><td>1. Introduce carbon border taxes expropriation
2. Terms and conditions for major power users</td><td>Increased operating costs</td><td>1. Continuous monitoring of domestic and international regulatory developments, including the Climate Change Response Act, carbon neutrality, and carbon trading mechanisms.
2. Continue to implement greenhouse gas inventory in accordance with the requirements of ISO 14064-1.
3. Continue to promote energy conservation and carbon dioxide reduction improvements to improve energy efficiency.
4. Implementation of a rooftop solar photovoltaic system on company buildings to</td></tr>
</table>
</td></tr>
</table>

Item	Implementation status			
				meet 10% of the Company's electricity consumption requirements.
	Short-to-mid-term	Increase in the severity of extreme climate events (e.g., typhoons, floods, and droughts)	Increase in capital expenditure Decrease in operating income (interruption of production)	1. Complete the emergency response organization to respond immediately and reduce disaster losses. 2. Convene a typhoon/flood preparation meeting before the rainy season and typhoon. 3. Maintenance of pumping stations to ensure proper operation. 4. Establishment of an emergency power generation and water storage system to provide backup power and water supply during emergencies. 5. Regular inspections and cleaning of storm drains and water channels.
	Short-to-mid-term	Water consumption c harges	Increased operating costs	1. Continuously monitor water consumption statistics and quickly correct abnormal water consumption issues. 2. Plan to replace leaking and aging pipelines to ensure the efficiency of internal water systems and water circulation equipment, conserving water resources.
	Mid-to-long-term	Changes in market trends and end-user demand	Increase in operating income Increase in development cost	1. Explore market demand for copper alloys in the green energy technology industry to enhance competitiveness and product quality. 2. Develop corresponding copper alloy products in response to the electric vehicle industry supply chain.

Item	Implementation status

(2) Four opportunities:

Term	Opportunity	Impact	Countermeasures
Mid-to-long-term	1. Adopt low-carbon energy and strengthen energy substitution/diversification 2. Install green power equipment 3. Use high-efficiency production processes to reduce resource consumption	Decrease in operating costs Increase in asset value Increase in operating income	1. Continue to promote energy conservation and carbon dioxide reduction improvements to improve energy efficiency. 2. Implementation of a rooftop solar photovoltaic system on company buildings to meet 10% of the Company's electricity consumption requirements.
Short-to-mid-term	Enhance water use management and improve the efficiency of water utilization per unit	Decrease in operating costs	1. Continuously monitor water consumption statistics and quickly correct abnormal water consumption issues. 2. Plan to replace leaking and aging pipelines to ensure the efficiency of internal water systems and water circulation equipment, conserving water resources.
Mid-to-long-term	Enter the green energy copper alloy market	Increase in operating income Increase in development cost	1. Explore market demand for copper alloys in the green energy technology industry to enhance competitiveness and product quality. 2. Develop corresponding copper alloy products in response to the electric vehicle industry supply chain.
Mid-to-long-term	Enhance resilience and adaptability to climate disasters	Increase in capital expenditure Improve climate resilience and reduce corporate losses that may be caused by	1. Complete the emergency response organization to respond immediately and reduce disaster losses. 2. Convene a typhoon/flood preparation meeting before the rainy season and typhoon. 3. Maintenance of pumping stations to ensure proper operation.

Item	Implementation status
	business disruptions: 4. Establishment of an emergency power generation and water storage system to provide backup power and water supply during emergencies. 5. Regular inspections and cleaning of storm drains and water channels.
3. Describe the financial impacts of extreme climate events and transformational actions.	3. (1) Regarding the impact of extreme climate events (business interruption caused by extreme climates or operation losses caused by flood) and transformation actions (the cost to respond to carbon dioxide reduction policies and regulations, the cost of industrial green energy and environmental protection transformation, and the impact on reputation caused by polluting industries) on the finances of the Company, please refer to item 2 above for details. (2) The Company will continue to reduce the impact of climate risk factors on its operations through the ESG team. In addition, the Company will re-evaluate its risk tolerance and asset risk pricing based on scenario analysis results and measure possible business, strategic, and financial impacts on FIRST COPPER TECHNOLOGY CO.,LTD. (3) Properly manage extreme weather events and risks associated with the transition to a low-carbon economy, incorporate climate change risks into operational decision-making, identify and manage risks while facing the crises of global warming and resource depletion, and implement mitigation and adaptation measures to fully respond to developments in energy-saving and carbon reduction.

<table>
<tr><th>Item</th><th>Implementation status</th></tr>
<tr><td>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</td><td>4. The scope of the complete risk management framework covers operational risks, legal and compliance risks, and environmental risks (including climate risks).
These considerations comprise environment (E), society (S), and corporate governance (G).
The Company’s risk management policy includes environmental risks (including climate risks), meaning that the Company deems climate change a strategic operational risk, and is taking measures to identify and manages such risks.
The Company’s climate risk management procedures are divided into four major steps; risk identification, assessment, management, and monitoring. These are described as follows:
<table>
<tr><th>Management procedure</th><th>Content</th></tr>
<tr><td>Risk Identification</td><td>(1) Identify climate risks and opportunities each year in line with the Company's ESG schedule.
(2) All departments of the Company work together with the ESG team to integrate overall risk identification.
(3) Refer to the climate risk reports of domestic and foreign institutions.</td></tr>
<tr><td>Risk assessment</td><td>(1) The Company evaluates the impact and level of impact of risks based on the characteristics of its business (finance, supply chain, management, business market, climate change, environmental safety and health, plant management, and information safety).
(2) The measurement scope includes impact route, impact time and geographical scope, and financial impact.</td></tr>
<tr><td>Risk management</td><td>Assess the importance and urgency of the impact of identified risk factors in order to prioritize and formulate control strategies and practices.</td></tr>
<tr><td>Risk monitoring</td><td>Based on the risk assessment results, the audit unit formulates and executes the audit plan, implements the supervision mechanism, and controls relevant risk management measures.</td></tr>
</table></td></tr>
<tr><td>5. If scenario analysis is used to evaluate resilience in the face of climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts</td><td>5. (1) The Company has considered the impact of climate change risks on its operations and introduced the framework of the Task Force on Climate-related Financial Disclosures (TCFD) to carry out inventory and disclosure of climate change risk and opportunity management. Based on the four major aspects of governance, strategy, risk management, and indicators and targets, the Company has established its management framework</td></tr>
</table>

Item	Implementation status
used shall be explained.	for climate risks, identified disaster risks and relevant opportunities caused by climate change, and adopted relevant response strategies to reduce the substantial impact and level of impact of such risks on the Company's operations. (2) Currently, the Company does not use scenario analysis to evaluate and analyze financial impacts related to climate at different points of time and in different scenarios.
6. If there is a transition plan for managing climate-related risks, specify the content of the plan, and the indicators and goals used to identify and manage physical risks and transition risks.	6. The Company has complied with its low-carbon operation management indicators and goals to achieve carbon dioxide reduction of 3% by 2027 and net zero carbon dioxide emission by 2050, based on the reduction of greenhouse gas emissions (scope 1 and scope 2) and the percentage of renewable energy used. The implementation is as follows: (1) Greenhouse gas emissions (Scope 1 and Scope 2): Carbon emissions in 2025 were approximately 17,890.0994 tCO2e/year, representing a reduction of 19.97% from 2022, and the Company continues to move toward the 2050 net zero carbon dioxide emissions goal. (2) 1,235.78 kW of solar energy renewable photovoltaic systems were installed by 2025, with an expected annual power generation of 929,400 kWh for self-consumption; continued to implement the government's "green energy carbon reduction" policy.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.	7. None
8. If climate-related targets have been set, specify the activities covered, the scope of GHG emissions, the planned schedule, and the progress made each year. If carbon credits or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon credits to be offset or the quantity of renewable energy certificates (RECs) shall be specified.	8. (1) The goal of this stage is to reduce carbon by 3% by 2027 and continue to make efforts to achieve the net zero carbon dioxide emissions goal by 2050. Measures implemented include the installation of a renewable energy solar photovoltaic system, replacement of air compressors, and energy-saving improvements to processes. (2) For the activities implemented in 2025, please refer to the description of the abovementioned Item 6.(2).

Item	Implementation status
9. GHG inventory and assurance status, as well as reduction goals, strategies and concrete action plans (please fill in 1-1 and 1-2 separately).	9. Please refer to the description below.

1-1. The Company's GHG Inventory and Assurance in the Last Two Years

1-1-1. GHG inventory information

(Describe the emission volume (metric tons CO2e), intensity (metric tons CO2e/million yuan) and data coverage of GHG in the past two years.)

Year	Annual production volume (ton)	Greenhouse gas emissions (tCO2e/year)			Greenhouse gas emission intensity (tCO2e/ton)
		Scope 1	Scope 2	Total emissions	
2024	9,269.727	3,026.1593	15,034.3002	18,060.4595	1.94833
2025	9,346.936	3,234.6232	14,655.4762	17,890.0994	1.91401

Note 1: Direct emissions (scope 1, i.e. directly from emission sources owned or controlled by the Company), indirect emissions from energy (scope 2, i.e. indirect GHG emissions from imported electricity, heat or steam), and other indirect emissions (Scope 3, i.e., emissions from the Company's activities that are not indirect emissions from energy, but are from sources owned or controlled by other companies).

Note 2: The data coverage of direct and indirect emissions from energy shall be handled per the schedule specified in Paragraph 2, Article 10 of the Guidelines. Other indirect emissions can be voluntarily disclosed.

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

Note 4: The intensity of GHG emissions can be calculated per unit of product/service or turnover, but at least the data calculated in terms of turnover (NTD million) should be stated.

1-1-2. GHG Assurance Information

Year	Annual output (ton)	GHG emissions (ton CO2e/year)			GHG emission intensity (ton CO2e/Million)	Assurance institutions	Assurance description	Assurance opinion/conclusion
		Scope 1	Scope 2	Total emissions				
2024	9,269.727	3,026.1593	15,034.3002	18,060.4595	5.7737	KPMG Taiwan	Standards on Assurance Engagements No. 3410/Limited Assurance	Unqualified opinion/conclusion
2025	9,346.936	3,234.6232	14,655.4762	17,890.0994	6.1579	KPMG Taiwan	Standards on Assurance Engagements No. 3410/Limited Assurance	Unqualified opinion/conclusion

Note 1: The Company shall act in accordance with the schedule specified in Article 10, Paragraph 2 of the Guidelines. If the Company fails to obtain the full assurance opinion on GHG by the publication date of the annual report, it is necessary for the Company to indicate, “Complete assurance information will be disclosed in the Sustainability Report”. If the company does not prepare a sustainability report, specify “Complete assurance information will be disclosed on the Market Observation Post System” and disclose complete assurance information in the next annual report.

Note 2: The assurance institutions shall comply with the requirements set forth by the Taiwan Stock Exchange Corporation and the Taipei Exchange of the Republic of China for assurance institutions.

Note 3: Please refer to the Best Practice Examples on the Corporate Governance Center of the Taiwan Stock Exchange website for disclosure.

1-2. GHG Reduction Goals, Strategies and Specific Action Plans

Not applicable. According to the schedule of the Company's sustainable development roadmap, the 2024 annual report will disclose the greenhouse gas reduction goals, strategy and action plan for 2025.

Reduction Target: Using 2022 as the baseline, reduce greenhouse gas emissions by 3% within five years (by 2027).

Reduction Strategy: Implement green energy equipment to reduce external energy demand.

Action Plan: The installation of rooftop solar panels and their integration into the factory's power system were completed in 2025. The solar power system capacity is approximately 1,235 kW, accounting for 10% of the Linhai plant's contracted power capacity.

Note 1: It shall be processed in accordance with the schedule prescribed in Article 10, paragraph 2 of the Guidelines.

Note 2: The base year should be when the inventory is completed at the boundary of the consolidated financial statements. For example, according to Article 10, paragraph 2 of the Guidelines, a company with a capital of more than NTD 10 billion should complete the consolidated financial report for 2024 in 2025, so the base year is 2024. If the Company has completed the inventory of the consolidated financial statements ahead of schedule, the earlier of the base year can be used as the base year, and the base year data can be calculated by a single year or the average of several years.

Note 3: Please refer to the Best Practice Examples on the Corporate Governance Center of the Taiwan Stock Exchange website for disclosure.

(VI) The Company's performance in terms of ethical management and the measures adopted:

Ethical business performance conditions, as well as differences and reasons for differences with Ethical Corporate Management Best Practice Principles for TWSE / GTSM Listed Companies

Evaluation item	Status (Note 1)			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
(I)Formulation of ethical management policy and plans				
(I) Has the Company specified its policy and method for the implementation of ethical corporate management in its internal rules and regulations and external documents, and have the Board and the management of the Company promised to pursue the policy of ethical corporate management?	✓		(I) To comply with laws and uphold ethical standards, the Company adheres to the Company Act, Securities Exchange Act, Business Accounting Act, and other regulations. On November 5, 2018, the Board of Directors approved the “Ethical Corporate Management Best Practice Principles,” and establishes policies based on honesty, transparency, fairness, and accountability to promote sound corporate governance and risk management for sustainable development.	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(II) Has the Company established an assessment mechanism for the risk of dishonesty, regularly analyzing and evaluating business activities with a high risk of dishonesty in the business scope, and formulated a plan to prevent dishonesty, and cover at a minimum the preventive measures for various acts under Article 7, Paragraph 2 of "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies?"	✓		(II) However, the Company stipulates working rules, reward and disciplinary action regulations and relevant management operations to prevent unethical conducts.	No major differences.

Evaluation item	Status (Note 1)			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
(III) Does the Company specify the operating procedures, behavior guidelines, disciplinary penalties and grievance system in the plan to prevent dishonesty, and implement it, and regularly review and revise the pre-disclosure plan?	✓		(III) We have formulated the "Ethical Corporate Management Operating Procedures and Code of Conduct", "Code of Ethics", and "Whistle-blower Regulations", which we have implemented, reviewed, and revised.	No major differences.
(II)Implementation of Ethical Corporate Management				
(I) Does the Company assess a trading counterpart's ethical management record and expressly state the ethical management clause in the contract to be signed with the trading counterpart?	✓		(I) The Company stipulates code of conducts for employees to prevent the conducts of frauds, misbehaviors, divulgence, or false report and requires that employees should not accept social intercourse and gifts from the suppliers.	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(II) Has the Company set up a special unit under the board of directors to promote corporate ethical management, and regularly reports (at least once a year) to the board of directors on its ethical management policies and plans to prevent dishonesty and supervision and implementation?		✓	(II) A Corporate Integrity Promotion Task Force is responsible for formulating and implementing integrity policies and preventive measures. The head of the Management Department serves as the convener, with the Internal Audit Unit overseeing and reporting dishonest behaviors, handling methods, and subsequent improvement measures to the Board of Directors. The 2025 implementation status of integrity management was reported to the Board on November 3, 2025.	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Status (Note 1) Yes	No	Summary Description	Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
			The implementation of ethical corporate management in 2025 is as follows: **Supplier Commitment** 1. All suppliers are required to sign the "Integrity Commitment" and "Supplier Corporate Social Responsibility Commitment," which clearly prohibit any corrupt practices. In January 2025, 35 new suppliers signed the commitments, achieving a 100% signing rate. 2. The "Raw Materials Supplier Evaluation Guidelines" were issued to manage and regularly assess raw materials suppliers. Suppliers with poor quality performance will be disqualified in accordance with the guidelines. 3. No suppliers were disqualified due to corrupt practices in 2025. **Education and Training** 1. Orientation training for new employees included internal regulations such as the "Ethical Corporate Management Best Practice Principles," "Code of Ethical Conduct" and the "Procedures for Ethical Management and Guidelines for Conduct." A total of 20 participants attended. 2. Promotion of knowledge and awareness of trademark rights, patent rights and trade secret laws: 22 participants. 3. Promotion of insider trading prevention laws: 22 participants.	

Evaluation item	Status (Note 1) Yes	No	Summary Description	Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
			Commitmen: In 2025, all new employees signed the “Personal Data Protection and Confidentiality Agreement” upon onboarding. A total of 4 employees signed, achieving a 100% signing rate. Promotion: 1. Promoted integrity and confidentiality responsibilities to all employees through bulletin boards and the internal network system. 2. Provided reporting channels for stakeholders in accordance with the “Whistleblowing Procedure.” Reporting and complaint email: jamesyu919@hegroup.com.tw	
(III) Has the Company developed a policy to prevent conflicts of interest, provided a proper presentation channel, and put such policy in place?	✓		(III) The Company's “Procedures for Ethical Management and Guidelines for Conduct” explicitly define policies to prevent conflicts of interest and ensure a transparent and fair procurement process through public bidding and an electronic procurement platform. A Stakeholder Communication section is available on the Company's website under “Corporate Sustainability,” providing external communication channels. Internally, a whistleblowing mailbox is set up, managed by a dedicated unit.	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Status (Note 1)			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
(IV) Has the Company established an effective accounting system for the implementation of ethical management, internal control system, and the evaluation result of the risk of dishonesty by the internal audit unit, to formulate relevant audit plans, and check the compliance with the plan to prevent dishonesty, or entrusted an accountant to perform the audit?	✓		(IV) The Company promotes full computerization that integrates HR, financial, operation, production, material and engineering functions that articulates one another and performs abnormality management. The Company also establishes independent internal audit operation structure, performs audits based on the audit plans, and reports to the Board of Directors on a regular basis.	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(V) Does the Company hold education training in ethical corporate management inside and outside the Company on a regular basis?	✓		(V) For employee management, aside from having established Work Rules, the Company ensures that all employees adhere to the highest ethical standards in business activities. To foster a culture of corporate integrity, the Company has implemented and publicly announced: "Ethical Corporate Management Best Practice Principles," "Code of Ethical Conduct," "Procedures for Ethical Management and Guidelines for Conduct." These internal policies guide employees on ethical and responsible business practices. The Company actively promotes and reinforces corporate ethics and integrity values to establish a culture of integrity. Annual training sessions for all employees include internal control audits and compliance assessments. Through self-audits and compliance evaluations, the Company effectively manages and enforces integrity	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Status (Note 1)			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
			policies, with independent audits conducted by the audit unit to ensure proper functioning. These measures help prevent dishonest behavior and maintain sound corporate governance.	
(III)Operation of the Company's reporting system				
(I) Has the Company put in place the specific whistle-blowing and reward system, established a convenient reporting channel, and assigned appropriate personnel to deal with whistle-blowing?	✓		(I) The Company reports the complaints based on the authority and transfers the case to the investigation units for further investigation, who will submit a written report to the General Manager and Chairman. Where the complaint is confirmed a fact, the case will be handled pursuant to the working rules for the employees, and an improvement plan will be submitted. The whistleblower will be rewarded pursuant to the working rules for the employees.	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(II) Has the Company established standard operating procedures for accepting complaints, follow-up measures to be taken after the investigation is completed, and relevant confidentiality mechanisms?	✓		(II) Where there is any violation of the ethical corporate management, except for reporting to the department supervisor directly, employees may also report to the audit unit. If the report is confirmed, the whistleblower will be rewarded based on the severity of the violation.	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(III) Has the Company taken measures to protect whistle-blowers from retaliation due to reporting?	✓		(III) The Company fulfills the confidential and protection responsibility to whistleblowers, who will not be mistreated by reporting the violations.	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Status (Note 1)			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary Description	
(IV)Strengthening information disclosure Has the Company, on its website and on the Market Observation Post System, disclosed the content and promotion effectiveness of its Ethical Corporate Management Best Practice Principles?	✓		The implementation status of corporate integrity management is disclosed in the Corporate Sustainability section of the Company website.	Comply with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(V)If the Company has enacted the Ethical Corporate Management Best Practice Principles in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe the difference between its operation and the Principles: The Company has formulated Ethical Corporate Management Best Practice Principles, and it does comply with the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, relevant regulations of TWSE/GTSM Listed Companies, and other business conduct related laws and regulations, and the audit unit shall conduct various project inspections.				
(VI)Other information that enables a better understanding of the Company's ethical corporate management: (For example, the Company's review and revision the Ethical Corporate Management Best Practice Principles, etc.) It pays continuous attention to the development of relevant standards for ethical management at home and abroad, and reviews and improves the Company's ethical management policy accordingly to enhance the effectiveness of the Company's ethical management.				

Note 1: Regardless of whether "Yes" or "No" is checked, the operation status should be described in the summary description field.

(VII)Other important information that is sufficient to enhance the understanding of corporate governance and operational conditions:

1. Continuing education and training of managers and key executives in corporate governance:

Title	Name	Training date		Organizer	Course title	Training hours
		Commencement	Conclusion			
Accounting Supervisor	Wu Jia-Yu	2025/09/30	2025/10/01	Accounting Research and Development Foundation	Continuing training course for issuing broker stock exchange accounting supervisors	12
Corporate Governance Manager	Lu Xiu-Ying	2025/03/27	2025/03/28	Securities & Futures Institute	Sustainability Disclosure Seminar for Public-listed Companies	3
		2025/04/18	2025/04/18	Taiwan Investor Relations Association	2025 KPMG Leadership Forum - Upgrading Corporate Governance: Building a New Era of Talent Competitiveness	3
		2025/07/09	2025/07/09	Taiwan Stock Exchange	2025 Cathay Sustainable Banking and Climate Change Summit	6
		2025/08/19	2025/08/19	Taiwan Stock Exchange	Digital Sustainability Transformation and Related Innovation Issues	6
		2025/08/29	2025/08/29	Taiwan Corporate Governance Association	Sustainable Development Conference	3
		2025/09/26	2025/09/26	Securities & Futures Institute	2025 Insider Trading Prevention Conference	3
		2025/10/31	2025/10/31	Securities & Futures Institute	2025 Insider Equity Transaction Legal Compliance Promotion Seminar	3
Chief Auditor	Chen Hsien-Hui	2025/03/18	2025/03/18	Internal Audit Association of the Republic of China	Analysis of Legal Responsibilities for "Greenwashing" and Misleading Sustainability Reports	6
		2025/11/13	2025/11/13	Internal Audit Association of the Republic of China	Salary Cycles and the Labor Incident Act from the Perspective of Corporate Governance	6

2. Company personnel related to financial information transparency who have obtained relevant licenses specified by the competent authority:
1 Certified Public Accountant (CPA) license holder, 7 Senior Securities Specialist license holders, 2 Securities Broker Agent license holders, and 1 Certified Bookkeeper license holder.

3. Establishing a code of conduct or ethics for employees:
   (1) To regulate the behavior of employees, the Company has formulated Employee Work Rules in accordance with regulations, to be implemented after the approval of the Board of Directors.
   (2) There are penalties for employees who use their positions to seek illegal benefits, accept entertainment, gifts, receive kickbacks, embezzle public funds, or obtain other illegal benefits. To prevent dishonest behavior, periodic education and training is in place for employees and fraud prevention is undertaken through the inspection mechanism of the internal audit unit, and established an "Ethical Code of Conduct" as well.

4. Formulation of procedures for handling material inside information:
   (1) The Company established the "Procedures for Handling Material Inside Information" on November 7, 2022, and the Procedures were implemented after being approved by the Board.
   (2) The Company's internal control system prevents the handling and disclosure of important internal information in the management of insider transactions. After the public information declaration is approved by the responsible manager, the computer of the full-time personnel shall install "certification software" with the use of the key to be controlled before uploading the notification declaration.
   (3) A spokesperson system has been established. When the Company has material information to communicate with the outside world, it shall be disseminated in a unified manner by the responsible person, by the spokesperson, or by the acting spokesperson.

(VIII) Implementation status of internal control system:

1. Statement of Internal Control: Please refer to the MOPS at the following path: MOPS > Company > Corporate Governance > Regulations/Internal Control > Internal Control Statement Announcement. Or visit: https://mops.twse.com.tw/mops/#/web/t06sg20
2. If a CPA is retained for the conduct of the internal audit system, disclose the Auditor's Report: None.

(IX) In the most recent year and as of the printing date of the annual report, important resolutions of the shareholders meeting and Board of Directors:

1. Important shareholders' meeting resolutions

Date	Meeting type	Important resolution	Implementation status
June 26, 2025	2025 Annual Shareholders' Meeting	1. Acknowledgment of motion for 2024 business report and financial statements.	Approved the motion for 2024 business report and financial statements. Announcement of resolutions on the day of the shareholders' meeting.
		2. Acknowledgment of the Company's 2024 earnings appropriation.	Executed as proposed and the Chairman was authorized to set July 28, 2025 as the dividend distribution base date and to distribute cash dividends from August 27, 2025. (cash dividend of NTD 0.5 per share).
		3. Approved the amendment to the Company's Articles of Incorporation.	After the approval by the Shareholders' Meeting in 2025, it was announced on the Company's website and handled in accordance with the revised procedures.

2. Important resolutions of the Board of Directors

Date	Meeting type	Important resolution
March 3, 2025	1st board meeting in 2025	1. Approved the proposal for the 2024 remuneration of employees and remuneration of Directors. 2. Approved the 2024 business report and parent company only financial statements. 3. Approved the proposal for 2024 earnings distribution. 4. Approved the amendments to the Company's Articles of Incorporation. 5. Approved the proposal for convening the 2025 annual shareholders' meeting. 6. Approved the 2025 operating budget. 7. Approved the Linhai Plant equipment procurement. 8. Approved the issuance of the 2024 "Statement of Internal Control System." 9. Approved the changes in the Internal Audit Supervisor. 10. Approved the proposal for CPA appointment and remuneration for 2025. 11. Approved the proposal for the evaluation of the independence and competence of the CPAs for financial statements. 12. Approved the proposal for sales limits to companies. 13. Approved the proposal to apply for credit facility limits from financial institutions.
May 5, 2025	2nd board meeting in 2025	1. Approval of the individual financial statements for the first quarter of 2025
August 4, 2025	3rd Board meeting in 2025	1. Approved the motion for individual financial statements for Q2 2025. 2. Approved the motion for amendment to the "Internal Control System for Stock Operations". 3. Approved the motion for preparation of the 2024 Sustainability Report. 4. Approved the motion for review of remuneration for directors. 5. Approved the motion for amendment to the "Measures Governing the Calculation

Date	Meeting type	Important resolution
		and Distribution of Employee Remuneration." 6. Approved the motion for the review of the policy, system, standard, structure and performance evaluation method of remuneration to managers.
November 3, 2025	4th Board meeting in 2025	1. Approved the motion for individual financial statements for Q3 2025. 2. Approved the motion for 2026 audit plan. 3. Approved the motion for 2026 share trading quota. 4. Approved the motion for appointment of a consultant for 2026. 5. Approved the motion for employee salary adjustment. 6. Approved the motion for changes to important personnel.
March 9, 2026	1st board meeting in 2026	1. Approved the proposal for the 2025 remuneration of employees and remuneration of Directors. 2. Approved the 2025 business report and parent company only financial statements. 3. Approved the proposal for 2025 earnings distribution. 4. Approved the proposal for convening the 2026 annual shareholders' meeting. 5. Approved the 2026 operating budget. 6. Approved the issuance of the 2025 "Statement of Internal Control System." 7. Approved the amendment to the "internal control system" of the Company. 8. Approved the proposal for CPA appointment and remuneration for 2025. 9. Approved the proposal for the evaluation of the independence and competence of the CPAs for financial statements. 10. Approved the formulation of the general principles for pre-approved non-assurance service policies. 11. Approved the proposal for sales limits to companies. 12. Approved the proposal to apply for credit facility limits from financial institutions.
May 4, 2026	2nd board meeting in 2026	1. Approval of the individual financial statements for the first quarter of 2026. 2. Approved the motion for amendment to the "Internal Control System for Stock Operations".

(X) Directors holding adverse opinions on the resolutions of the Board in the most recent year to the day this report was printed on record or in written declaration, and the summary of the content: None.

IV. Information about CPA Professional Fees:

Information about CPA Professional Fees Currency unit: NTD thousand

Accounting firm	Name of CPA	CPA's audit period	Audit Fee	Non-audit fee	Total	Remark
KPMG Taiwan	Chen Yung-Hsiang, Su Yen-Da	From January 1, 2025 December 31, 2025	1,245	755	2,000	Tax compliance audit and assurance services

Please specify the content of audit fee and non-audit fee: (e.g., tax attestation, assurance, or other financial consultation)

Note: If the Company has changed accountants or accounting firms this year, please list the audit period separately and explain the reason for the change in the remarks column and disclosed in order the paid audit fee and non-audit fee. A description of the content of non-Audit fees shall be given.

V. Changes in Accountant Information:

Due to internal work rotation needs of the accounting firm, starting from the Q1 2023 financial report the CPAs have been changed from Chen Yung-Hsiang and Hsu Chen-Lung to Chen Yung-Hsiang and Su Yen-Da.

(I) About previous CPA: Not applicable.

(II) About CPA in succession: Not applicable.

(III) The former accountant's reply to Article 10, paragraph 6, item 1 and item 2-3 of Regulations Governing Information to be Published in Annual Reports of Public Companies: Not applicable.

VI. The Company's chairman, general manager, or the manager responsible for financing or accounting affairs, who has worked for the accounting firm to which CPAs belong or the affiliated enterprises in the past year: None.

VII. Changes to the shares held by directors, managers, and shareholders holding more than 10% of the shares in the most recent year and through the printing date of the annual report.

(I) Directors, managers and major shareholders' equity changes

Title (Note 1)	Name	2025		From the current year up to April 28, 2025. (The closing date of the shareholders' meeting)	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares	Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares
Chairman	Hua Eng Wire & Cable Co., Ltd.	0	0	0	0
	Representative: Wang Hong-Ren	0	0	0	0
Director (3 seats) and large shareholders	Hua Eng Wire & Cable Co., Ltd. Representative: Liu Chung-Jen	0	0	0	0
	Representative: Wang Ming-Jen	0	0	0	0
	Representative: Wang Wen-Ling	0	0	0	0
Independent Director	Hu Lee-Ren	0	0	0	0
Independent Director	Cheng Tiao-Hsiang	0	0	0	0
Independent Director	Huang Jen-Tsung	0	0	0	0
General Manager	Hong Mao-Yang	0	0	0	0
Foreman	Shi Fei-Peng	0	0	0	0
Accounting Supervisor	Wu Jia-Yu	0	0	0	0
Finance Manager	Hong Jue-Qian	0	0	0	0
Corporate Governance Manager	Lu Xiu-Ying	0	0	0	0
Major shareholder	Wang-Yang Pai-Wor	(36,000)	0	(364,000)	0

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

Note 2: If the counterparty of the equity transfer or equity pledge is a related party, the following table should be filled in.

(II) Share transfer information: Not applicable (the counterparty of share transfer is not a related party).

(III) Equity pledge information: Not applicable (the counterparty of equity pledge is not a related party).

VIII. Information about the relationships among top ten shareholders, such as related parties, spouses, or relatives within the second degree of kinship.

Information about relationships among the ten largest shareholders

Information about relationships among the ten largest shareholders

Unit: Shares

Name (Note 1)	Number of shares personally held		Spouse and minor children holding shares		Total holding of shares in the names of others		Where top ten shareholders have a relationship with each other or a relative relationship within the scope of their spouse or relative within the second degree of kinship, the name or designation and the relationship (Note 3)		Note:
	Number of shares	Percentage of ownership	Number of shares	Percentage of ownership	Number of shares	Percentage of ownership	Designation (or name)	Relationship with the Company	
Hua Eng Wire & Cable Co., Ltd.	141,831,792	39.44%	—	—	—	—	Wang Wen-Ling	Director of the company	
Chairman: Wang Hong-Ren	679,110	0.19%	—	—	—	—	Wang-Yang, Pi-O, Wang Wen-Ling, Wang Feng-Chuan, Wang Feng-Sh, Wang Feng-Chin	A relative within the second degree of kinship	
Wang-Yang Pai-Wor	37,331,990	10.38%	—	—	—	—	Hua Eng Wire & Cable Co., Ltd.	The chairman is a relative within second-degree of kinship.	
							Wang Hong-Ren, Wang Wen-Ling Wang Feng-Chuan, Wang Feng-Shu Wang Feng-Chin	A relative within the second degree of kinship	
Wang Wen-Ling	6,550,802	1.82%	312,191	0.09%	—	—	Hua Eng Wire & Cable Co., Ltd.	Director of the company	
							Wang Hong-Ren, Wang-Yang, Pi-O Wang Feng-Chuan, Wang Feng-Shu Wang Feng-Chin	A relative within the second degree of kinship	
HSBC Custody of Goldman Sachs International Investment Account	3,001,279	0.83%	—	—	—	—	None	None	
Wang Feng-Juan	2,400,289	0.67%	—	—	—	—	Hua Eng Wire & Cable Co., Ltd.	The chairman is a relative within second-degree of kinship.	
							Wang Hong-Ren, Wang-Yang, Pi-O Wang Wen-Ling, Wang Feng-Shu Wang Feng-Chin	A relative within the second degree of kinship	
Wang Feng-Shu	1,529,987	0.43%	—	—	—	—	Hua Eng Wire & Cable Co., Ltd.	The chairman is a relative within second-degree of kinship.	
							Wang Hong-Ren, Wang-Yang, Pi-O Wang Wen-Ling, Wang Feng-Shu Wang Feng-Chi	A relative within the second degree of kinship	

Name (Note 1)	Number of shares personally held		Spouse and minor children holding shares		Total holding of shares in the names of others		Where top ten shareholders have a relationship with each other or a relative relationship within the scope of their spouse or relative within the second degree of kinship, the name or designation and the relationship (Note 3)		Note:
	Number of shares	Percentage of ownership	Number of shares	Percentage of ownership	Number of shares	Percentage of ownership	Designation (or name)	Relationship with the Company	
Standard Chartered custody of Mizuho Securities Co., Ltd. Investment Account	1,426,000	0.40%	—	—	—	—	None	None	
Citigroup custody of Barclays Capital SBL/PB Investment Account	994,000	0.28%	—	—	—	—	None	None	
Wang Feng-Chin	828,120	0.23%	—	—	—	—	Hua Eng Wire & Cable Co., Ltd.	The chairman is a relative within second-degree of kinship.	
							Wang Hong-Ren, Wang-Yang, Pi-O Wang Wen-Ling, Wang Feng-Shu Wang Feng-Chi	A relative within the second degree of kinship	
CT Capital Limited	810,000	0.23%	—	—	—	—	None	None	
Chairman: Ciou Yi-Cheng	0	0.00%	—	—	—	—	None	None	

Note 1: All the top ten shareholders should be listed. Those who are institutional shareholders shall list the name of institutional shareholder and the name of its representatives separately.

Note 2: The calculation of the shareholding ratio refers to the calculation of the shareholding ratio in their own name, spouse, or minor children, or held in the names of others.

Note 3: Shareholders listed in the previous disclosure shall disclose their relationships, including institutional shareholders and natural person shareholders.

IX. The total number of shares and total equity stake held in any single enterprise by the Company, its directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by the Company.

Comprehensive Shareholding Ratios

Date: March 31, 2026; Units: Shares, %

Reinvested business (Note)	The Company's investment		Directors, supervisors, managers and direct or indirect control of investment in the business		Comprehensive investment	
	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding
Hua Eng Wire & Cable Co., Ltd.	208,563,824	32.96%	0	0.00%	208,563,824	32.96%
Hua Ho Engineering Co., Ltd.	10,000	0.29%	1,726,000	49.31%	1,736,000	49.60%

Note: Constitutes the Company's primary investment.

I. Capital and Shares

(I) Sources of equity

Year month	Issuing price	Approved share capital		Paid-in capital		Note		
		Number of shares	Amount (NTD)	Number of shares	Amount (NTD)	Sources of equity	Property other than cash contributed as equity capital	Others
July 2003	10	359,622,165	3,596,221,650	359,622,165	3,596,221,650	Capitalization of retained earnings of NT$10,734,990 Capitalization of capital reserve of NT$7,156,660	None	Note

Note: Approved for handling under Taizaizheng (1) No. 0920130614, July 9, 2003

Type of shares

Shares Type	Approved share capital			Note
	Listed and tradable shares	Unissued shares	Total	
Registered share	359,622,165	0	359,622,165	—

Information concerning the collective reporting system: Not applicable.

(II) List of major shareholders

April 26, 2026

Shares / Name	Number of shareholding	Percentage of shareholding
Hua Eng Wire & Cable Co., Ltd.	141,831,792	39.44 %
Wang-Yang Pai-Wor	37,331,990	10.38 %

※Shareholders holding more than 5%

(III) Company dividend policy and implementation status

1. Dividend policy stipulated in the Company's Articles of Incorporation
   If there is a profit in the Company's annual final accounts, it shall first pay taxes to make up for the accumulated losses. A 10% withdrawal is the legal reserve, but this is not the limit when the legal reserve has reached the Company's paid-in capital. In addition, a special reserve may be allocated or transferred depending on the Company's operating needs and legal requirements. If there is a profit as well as undistributed surplus earnings at the beginning of the same period, the Board of Directors shall draft a profit distribution proposal and submit it to the shareholders' meeting for resolution.

   Amid a still-growing business environment, the Company shall master the economic environment to seek sustainable operations and long-term development. Dividend policy will focus on the principle of stability. When the Board of Directors submits a profit distribution proposal, it shall consider future profitability and plans for working capital and may reserve a portion of profits at its discretion. Profit distributions shall account for 50% or more of distributable earnings; however, when the accumulated distributable earnings are less than 2% of the paid-in capital, the Company may choose not to distribute earnings. Of the total dividends to be distributed for a given year, the amount of cash dividends shall not be less than 10%.

2. Proposed dividend distribution for presentation to this year's Shareholders' Meeting:

   The Board of Directors approved the cash dividend of NT$0.40 per share to shareholders, with a total amount of NT$143,848,866 to be distributed.

3. The Company's dividend policy is expected to have no major changes.

(IV) The influence of stock dividends planned to the paid in the Shareholders Meeting of this year on the operation performance and earnings per share of the Company:

There are no proposed stock dividends distributed on the Company's 2025 after-tax net loss, therefore it is not applicable.

(V) Remuneration for employees, directors, and supervisors:

1. The percentage or range of employee remuneration and directors' remuneration as set out in the Articles of Incorporation:

   If the Company makes a profit during the year, it shall allocate no less than 3% for employee remuneration and no more than 2% for director remuneration. However, when the Company has accumulated losses, the reserves for covering the losses shall be retained in advance.

   At least 30% of the employee compensation amount must be allocated to frontline employees.

2. The accounting of the difference between the amounts calculated on the basis of the estimation of the remuneration to the employees and the Directors, the calculation of shares for paying stock dividends to the employees as remuneration and the actual amount of payment:

   Based on the 2025 pre-tax net profit of NTD 133,406 thousand (pre-tax net profit refers to the amount before deduction of employees' and directors' remuneration), the Company has estimated employees' remuneration of NTD 4,002 thousand and directors' remuneration of NTD 667 thousand in accordance with the percentages stipulated in the Articles of Incorporation.

3. Remuneration distribution approved by the Board of Directors

   (1) The amount of compensation for employees and directors distributed in cash or stocks

   ① Employee remuneration of NT$4,002,177 are distributed in cash.

   ② Directors remuneration of NT$667,030 is distributed in cash.

③If there is a discrepancy from the annual estimated amount of recognized expenses, the number of discrepancies, reasons and handling circumstances shall be disclosed:
There is no discrepancy between the distributed amount approved by the Board of Directors and the estimated amount of recognized expenses.

(2)The amount of employee bonuses distributed by stocks and its proportion to the total after-tax net profit and total employee bonuses in the individual financial reports for the current period: None.

4. Actual distribution of employee and director compensation in the previous year

(1)Employee remuneration of NT$8,062,842 are distributed in cash.

(2)Directors remuneration of NT$1,343,807 is distributed in cash.

(3)If there is a discrepancy from the annual estimated amount of recognized expenses, the number of discrepancies, reasons and handling circumstances shall be disclosed:
There was no difference between the actual employee and director remuneration distributed by the Company in the previous year and the estimated amount.

(VI) Repurchases of shares by the Company:
Not applicable as the Company does not repurchase its shares.

II. Corporate bonds, preferred stock, overseas depositary receipts, employee stock options, restricted employee shares, and mergers and acquisitions (including mergers, acquisitions and spin-offs) and implementation of fund utilization plans: N/A.

I. Business content:

(I) Business Scope:

1. The main businesses of the Company are as follows:

(1) Metal Industry Manufacturing Department:

1. Manufacturing, processing, trade, and export of various types of copper product including copper bullion, copper alloy plates, copper foil, copper pipe, copper cable, electrolytic copper, and copper wire.
2. Manufacturing, trade, and export of machinery in relation to the preceding paragraph.
3. The dismantling of various scrapped vessels and the trading of scrap copper and iron.

(2) Electronics Industry Manufacturing Department:

1. Manufacturing, trade, and export of copper foil for printed circuit boards, integrated circuits, and lead frames for various types of circuits.
2. Manufacturing, trade, and export of copper-based electronic materials and raw materials.

(3) Steel Industry Manufacturing Department:

1. Manufacturing, processing, trade, and export of various types of stainless steel plate, stainless steel pipes, and other stainless steel products.
2. Manufacturing, trade, and export of various types of steel plate and other steel products.

(4) Construction Department:

1. Commission construction companies to build residential and commercial buildings for sale and lease.
2. Furniture manufacturing and trade.
3. House rental and sale introduction.
4. Sale of food, tobacco, and alcohol.
5. Acceptance of rezoning commissions. (with the exception of architectural commissions)
6. Operation of parking lots and supermarkets.

7. Design and construction of landscapes and gardens. (with the exceptions of construction and of architectural commissions)
8. Manufacture and sale of ready-mixed concrete.
9. Manufacture and sale of cement products.

(5) Trading and agency business for related imports and exports.
(6) Pre-agent import and export trade of various products.
(7) H703010 Factory Building Rental and Leasing.
(8) H703020 Warehouse Rental and Leasing.
(9) H703030 Office Building Rental and Leasing.
(10) ZZ99999 All business items that not prohibited or restricted by law, except those that are subject to special approval.

2. Operating profit contribution:
(1) Brass sheet 5%
(2) Copper sheet 23%
(3) High-performance copper sheet 24%
(4) Tin plated copper sheet 18%
(5) Others 30%

3. Main products currently:
(1) Brass sheet.
(2) Red brass sheet.
(3) Copper sheet.
(4) Phosphor bronze sheet.
(5) High-performance copper sheet.
(6) Eco-tin plated copper sheet.
(7) Special alloy copper sheets.
(8) Secondary processed stamping products.

4. New products planned for development and promotion:
(1) Development of Materials for Etching Processes.
(2) Research on the Corson alloy and develop the most stable manufacturing processing technology.
(3) Promote the high conductive and high strength CuCrZr alloy.
(4) Thick copper heat spreader.
(5) Connectors and terminal materials for automobiles.
(6) Secondary processing and stamping of copper sheets.

(II) Industry Overview:

1. Current status and development of the industry

(1) Current situation: ①The global economy remains unstable with weak demand, impacting customer purchasing of safety stock.

②China was previously the world's factory. However, the U.S.–China trade war and the Russia–Ukraine War have disrupted the supply chain and many countries are moving facilities out of China. The production model based on globalization has given way to protectionism.

③ The instability caused by the US's implementation of equivalent tariffs has further affected regional demand, making it an unstable factor.

④Due to the rise of Chinese factories in the LED market, it has significantly impacted the LED industry chain in Taiwan.

⑤The demand for Taiwan's semiconductor-related copper alloy market remains strong.

(2) Development: The room for development is as follows:

①As the expansion of 5G equipment continues, the demand for high conductive and high heat spreading is increasing constantly.

②Whilst this has affected the demand for automobile and electric vehicle (EV) connectors, there is still room for growth.

③The market for EV cell packs and charging facilities continues to grow, driven by the trend for green energy.

④ The outlook for AI and servers continues to expand, driving increased demand for copper materials.

2. Relationships with upstream, middle-stream, and downstream companies

The raw materials of copper alloy are electrolytic copper plates, scrap wires, zinc, tin and nickel.

(1) Upstream: Copper plate manufacturers: There are First Copper Technology Co., Ltd, MinChali, Tong Horng Metal, and Wan Yu.

(2) Mid-stream: Precision stamping plants: such as I-Chiun, Jentech, ECE, SDI, KST, and Panahome.
(3) Downstream: electronics, semi-conductor, automotive and home appliances industries: such as packaging plants, automotive parts assembly plants, electronic component assembly plants.

3. Product development trends and competition:

Brass sheet: The relocation of Taiwan's industries has led to a shrinking market, leaving the only path forward in developing high-end tin-plated products.

Copper sheet: Copper sheet is mainly for AI, server, electronic terminals, heat spreader, automotive terminals and transformer. Heat spreader and automotive terminals are high-end materials with less competitors.

Phosphor bronze sheet: High raw material costs, long production processes, and low margins are leading to a gradual decrease in demand in Taiwan. It is necessary to develop high-value-added tin-phosphorus bronze to be profitable.

Lead frame copper sheet: There are two manufacturers in Taiwan. With the growth of manufacturers in mainland China, lower-end products are shifting to Chinese materials, while Taiwan's high-end products now compete with materials from Japan and South Korea.

Tin plated copper sheet: The profits of automotive terminals are higher than electronic terminals. The market for automotive terminal is steadily increasing, so the market of this product is optimistic. However, there are already two companies producing this product. On top of that, copper plants in China also enter this market. The Company will encounter competition in the future.

High-performance material: ①Copper-nickel silicon alloys and copper-chromium-zirconium alloys are poised to be the star materials of the future market. ② Copper alloy materials for lithium batteries show promise in the power tool and energy storage sectors.

(III) Technology and R&D Overview:

Research and development expenses and successfully developed technologies or products invested in the most recent year and as of the

publication date of the annual report:

Unit: NTD thousand

Year	Research Expenses	Results
2025	2,156	1. Gradually expanding the application of copper alloys for automotive parts and environmentally friendly re-melted tin-plated terminal and connector materials. 2. Research on red copper heat dissipation materials focusing on low internal stress, high flatness, and high-end scratch-free surfaces. 3. R&D on manufacturing process of super thick red copper material for heat dissipation 4. R&D on development of high-performance copper alloys with low internal stress for etching 5. R&D and testing on casting of C1030 red copper with low oxygen content 6. Ramp-up and promotion of C2100/C2600 alloy punching 7. R&D and promotion of new copper cladding materials for lithium batteries. 8. Research on improving high-performance copper, high-strength, and softening resistance. 9. Testing on improved anisotropy of copper alloys. 10. Research and development of new copper-nickel-tin alloys.
The current year up to the date of publication of the annual report	876	1. Introduction of new thick plate slitting equipment. 2. Research and development of low-burr thick plate slitting technology.

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

1. Short-term business development plan
   (1) Full-scale promotion of semiconductor etching material products.
   (2) Increase of production capacity for secondary tin-plated products and deep-drawn products.
   (3) The plan of develop the automotive terminal at full strength remains unchanged, especially the special alloy is the main focus.
   (4) Improve the quality of special alloy Corson sheet, improve the production yield, and gradually increase the sales amount.
   (5) Red copper heat sink quality and production volume have been further improved, expanding industry applications to AI and server fields while gradually increasing the supply of thick plates.
2. Long-term business development plan:
   (1) Increase in supply of Cu-Ni-Si alloy products
   (2) Steadily supply the high-end LED market, and in addition to materials for stamping processes, expand into materials for semiconductor etching processes as part of ongoing development efforts.
   (3) Continue to supply tin plated cooper alloy for automotive and electric vehicles.
   (4) Develop alloy materials for lithium battery packs used in automobiles and motorcycles, as well as for energy storage applications.
   (5) AI, servers, and even end products are booming, with a promising future for high-conductivity and high-thermal-dissipation products.
3. Intellectual property management plan
   The Company adheres to the principles of integrity and implements an intellectual property management plan to protect its research and development achievements and trade secrets, thereby achieving its business objectives and enhancing its competitiveness. Intellectual property-related matters are reported to the Board of

Directors annually. The most recent report was made on November 3, 2025.

(1) Trademark management
  ① In response to business development and to build brand image, we conduct preliminary trademark searches, risk assessments, and trademark registration applications.
  ② Strengthen trademark registration strategies and protection rules.
  ③ Regularly conduct trademark extensions and verify that trademark users are using the mark as approved and retaining records of use to ensure the trademark remains valid.
  ④ A dedicated unit is responsible for preserving and cataloging rights-related documents.

(2) Patent management
  ① Enhance R&D personnel's patent knowledge and effectively initiate the patent enforcement process.
  ② Conduct immediate patent searches to support business development, and propose and apply for patent registration strategies.
  ③ Understand the registration and protection regulations for patents.
  ④ A dedicated unit is responsible for patent rights enforcement, patent document preservation, and record-keeping.

(3) Trade secret management:
  ① Strengthen employee management and continue to ensure new employees uphold their commitment to the Company's confidentiality obligations and sign relevant confidentiality agreements and related documents.
  ② Optimize existing employees' awareness of confidentiality and their compliance with confidentiality obligations to prevent leaks of confidential company information and infringement of others' intellectual property rights.

③ Enhance the classification standards for highly confidential documents to ensure all sensitive information is protected and effectively prevent information leaks.
④ A dedicated unit is responsible for establishing trade secret information and promoting related policies.

(4) Implementation status
① The content of the aforementioned “Intellectual Property Management Plan” is disclosed on the Company’s website. Trademark rights: As of September 2025, the Company had registered 1 trademark in Taiwan.
② Internal education and training were completed on September 10, 2025, aimed at strengthening internal staff’s knowledge and understanding of intellectual property law, and ensuring that intellectual property rights management concepts were integrated into operational processes.
③ Improvement plan: Scheduling an audit plan is recommended, while continuously improving and optimizing the plan to align with revisions to intellectual property laws and regulations, ensuring the management system remains compliant.
④ The “intellectual property management plan and its implementation status,” aligned with operational goals, is reported to the Board of Directors annually.

II. Overview of market and of production and sales:

(I) Market analysis:

1. Sales areas of main products:
(1) Brass sheet: Taiwan and Southeast Asia.
(2) Copper sheet: Taiwan, Japan, Southeast Asia.
(3) Phosphor bronze: Southeast Asia.
(4) High-performance alloy: Taiwan, China, Southeast Asia.
(5) Tin plated copper sheet: Taiwan, China, Southeast Asia.
(6) Special alloy: Taiwan, China, Southeast Asia.

2. Market share and the future supply and demand and growth of the market:
   (1) Market share: The sales amount of all alloys in Taiwan account for 27% of the market in Taiwan. High-end products: High performance and special alloy account for 60% of the market in Taiwan. Ratio of domestic sales and export: 74:26.
   (2) Future supply and demand and growth of the market:
   ①The consumption of general brass bare materials in the Taiwanese market has decreased, necessitating a shift toward tin-plated brass products and primarily focusing on ordnance component stampings.
   ②There is still room for growth in high-performance tinned copper foils and special alloys. In particular, there are significant growth opportunities for electric vehicle components and automotive terminals, lithium battery pack copper alloy products, and products related to 5G.
   ③Despite limited growth in general, the Taiwan market is still expanding thanks to the U.S.–China trade war and the return of Taiwanese companies. China is supported by domestic demand, despite supply chain disability due to the U.S.–China trade war. For Southeast Asia, the growth is limited due to the tariff barrier regardless the support by the Southbound policy. There are challenges in entering the Northeast Asian and Japanese markets, but with stable usage volumes, continued active development is necessary.
3. Competition niche and the advantages and disadvantages in the development and response measures:
   (1) Competition niche:
   ①With technology in copper sheets sourced from Mitsubishi Shindoh, our manufacturing process and capability are trusted by customers.
   ②The quality of production skill on the tin plated material for automotive connector is stable and recognized by Japanese car plants.

③The exclusive products in Taiwan are Corson alloy and CuCrZr alloy.
④Diversified products so that customers have more selections.
⑤The quality of material for semi-conductor is stable, so the Company receives most of the orders in Taiwan.

(2) Favorable Factors for Future Development:
①The manufacturing process of the materials for semi-conductor and LED is stable and mature, and the Company has sufficient production capacity that meets customer demand.
②The demand on tin plated material for automotive connector increases, and the Company has sufficient production capacity to meet the demand of the current phase.
③Improve the production yield and quality of high-end Corson alloy and high conductive and high strength CuCrZr alloy, continue to increase the supply amount.
④High-conductivity and high-thermal-dissipation copper materials are suitable for AI computing power and server heat dissipation applications.

(3) Development disadvantages:
①Brass and phosphor bronze for general products has been replaced by the materials from China, and the order is hard to be recovered.
②The C19210 single material and C194 are used for low-end products with low technology threshold. It is hard to compete with the copper plants in China.
③Other companies in Taiwan start to increase the supply of materials for semi-conductor and tin plated materials. China is also developing semiconductor materials and tin-plated materials for automobiles with full force, leading to increased competition and reduced gross profits.
④If Taiwan is unable to sign the tariff treaties with countries in Southeast Asia, Taiwanese firms will not be able to compete with other companies from South Korea, China, and Japan.

⑤If Taiwan allows the import of Chinese copper sheets in the future, Taiwanese companies will face greater challenges.
⑥Under the influence of labor regulations in Taiwan, the productivity of the Company decreases and the costs increase.

(4) Response measures:
①Continue to develop new customers, especially overseas Japanese customers.
②Accelerate market share of high-end alloy products.
③The factories continues to improve production yield and decrease costs to increase the competitiveness.
④Adjust the production capacity utilization rate with flexibility and focus on the production of alloys for high-end products.
⑤By addressing technical bottlenecks in raw material supply, the use of renewable materials is gradually increasing, lowering costs.

(II) Important uses and production processes of main products

1. Important uses of main products:

(1) Brass sheet---Various electronic product parts, secondary processing stamping materials, door lock materials, and terminals.
(2) Copper sheet -- Various electrical components, automotive terminals, and heat spreader materials for CPUs, GPUs, and servers.
(3) Phosphor bronze sheet-- All kinds of electrical appliances and computer connector materials.
(4) High-performance copper sheet-- diodes, transistors, integrated circuit tripods, LEDs, and electrical terminals.
(5) Special alloy copper sheet-- all kinds of switches, relays, connectors and terminals, etc. and material of rechargeable battery.
(6) Environmentally-friendly tinned copper sheet---automotive and electric vehicle connector, battery components, and electrical parts.

2. Production processes of main products:
   Raw material⇨Melting⇨Hot press⇨Surface cutting⇨Rough press⇨Annealing⇨Surface grinding⇨Medium pressure ⇨⇨Annealing and acid rinse⇨Precision press⇨Slitting⇨Packaging⇨Finished product

(III) Supply conditions of primary raw materials:

1. Electrolytic copper plates: Imports from countries in Asia and South America
2. Scrap copper: Main suppliers are down stream customers, scrap material hardware merchants, and wire and cable manufacturers.

(IV) List of main purchase and sales customers:

1. Manufacturers that have accounted for more than 10% of total purchases in any of the last two years

Unit: NTD thousand

Item	2025				2024				Year-to-date March 31, 2026 (Note 2)			
	Name	Amount	Percentage of total annual net purchases (%)	Item	Name	Amount	Percentage of total annual net purchases (%)	Item	Name	Amount	As a percentage of net purchases for the year ended the previous quarter %	Item
1	Vendor A	1,051,639	43.66	None	Vendor A	1,232,867	44.91	None	Vendor A	362,562	46.31	None
2	Vendor E	623,152	25.87	None	Vendor E	27,095	0.99	None	Vendor E	82,923	10.59	None
3	Vendor F	305,531	12.68	None	Vendor F	2,310	0.08	None	Vendor F	77,936	9.95	None
4	Vendor D	61,528	2.55	None	Vendor D	356,184	12.97	None	Vendor D	-	-	-
5	Vendor C	30,094	1.25	None	Vendor C	410,425	14.95	None	Vendor C	80,874	10.33	None
6	Vendor B	24,511	1.02	None	Vendor B	405,079	14.75	None	Vendor B	-	-	-
7	Others	312,180	12.97	—	Others	311,339	11.35	—	Others	178,622	22.82	—
	Net purchase	2,408,635	100.00		Net purchase	2,745,299	100.00		Net purchase	782,917	100.00	

Note 1: List names of suppliers accounting for more than 10% of total purchases in the last two years, and their purchase amounts and proportions. However, code names are permitted if disclosure of the customer name or transaction counterparty is not allowed due to contractual obligations or if the transaction counterparty is an individual and a non-related person.

Note 2: As of the publication of the annual report, for a company that is listed on an exchange or has its shares traded on an OTC market, disclosure should be made if financial statements are available for the most recent period that are certified or reviewed by a certified public accountant.

Reasons for increase or decrease: Lower the purchase cost to cope with volatile fluctuation in copper price worldwide.

2. Customers that have accounted for more than 10% of total sales in any of the last two years

Unit: NTD thousand

Item	2025				2024				Year-to-date March 31, 2026 (Note 2)			
	Name	Amount	Percentage of total annual net sales (%)	Relationship with issuer	Name	Amount	Percentage of total annual net sales (%)	Relationship with issuer	Name	Amount	As a percentage of net sales for the year ended the previous quarter %	Relationship with the Company
1	Customer B	416,142	14.32	None	Customer B	347,076	11.10	None	Customer B	96,138	12.03	None
2	Customer A	301,415	10.37	None	Customer A	439,681	14.06	None	Customer A	70,870	8.87	None
3	Others	2,187,672	75.31	None	Others	2,341,318	74.84	None	Others	632,061	79.10	None
	Net sales	2,905,229	100.00		Net sales	3,128,075	100.00		Net sales	799,069	100.00	

Note 1: List names of customers accounting for more than 10% of total sales in the last two years, and their sales amounts and proportions. However, code names are permitted if disclosure of the customer name or transaction counterparty is not allowed due to contractual obligations or if the transaction counterparty is an individual and a non-related person.

Note 2: As of the publication of the annual report, for a company that is listed on an exchange or has its shares traded on an OTC market, disclosure should be made if financial statements are available for the most recent period that are certified or reviewed by a certified public accountant.

Reasons for increase or decrease: None.

III. Employees Information:

Information of employees in the latest two years and as of the publication date of the annual report

Year		2025	2024	As of March 31, 2026
Number of employees	Management personnel	60	60	60
	Technical personnel	18	17	19
	Workers	160	153	157
	Total	238	230	236
Average age		45.97	46.45	46.22
Average years of service		14.28	14.82	14.43
Education distribution	Ph.D.	1	1	1
	Master's degree	8	9	8
	College and university	93	93	96
	High school	69	73	68
	Below high school	67	54	63

IV. Environmental protection expenditure information:

(I) Total loss (including compensation) and fine amount from environmental pollution of the most recent fiscal year through the printing date of the annual report: NT$0.

(II) Future countermeasures and possible expenditures:

1. Future countermeasures: Improve water consumption efficiency and reduce the output of waste water, gas and wastes.
2. Possible expenditures: Improvement of wastewater treatment equipment and build a solar power generation.

(III) RoHS information: The Company is in compliance with the RoHS regulations.

V. Labor Relations:

(I) Various employee welfare measures, advanced education, training, retirement systems and their implementation status at the Company, as well as the agreements between labor and management and various employee rights protection measures.

1. Major employee welfare measures are as follows:
   (1) Safety and healthcare
      a. Regular health checks for employees
      b. Doctors providing consultation at the factory
      c. Health workshops
      d. Infirmary and library facilities
      e. Uniforms and safety shoes
   (2) Bonuses and holiday benefits
      a. Employees' remuneration
      b. Bonuses for special contributions
      c. Year-end bonus
      d. Labor Day souvenir
      e. Gift money for Mid-Autumn Festival
      f. Birthday gift money for employees
   (3) Education and entertainment
      a. Employee canteen and meal groups
      b. Subsidies for employee travels
      c. Recreation subsidies
      d. Year-end celebrations
   (4) Family care
      a. Gift money, wall hangings with words of congratulation and flowers for weddings of employees and their children
      b. Condolence money, wall hangings with words of solace and flowers for funerals of employees, their spouses and children
      c. Scholarships for employees and their children
      d. Childbirth gift money for employees and their spouses
      e. Unpaid parental leave
      f. Breastfeeding room
      g. Corporate childcare contract with nearby kindergartens
   (5) Safety and protection
      a. Labor insurance
      b. National health insurance
      c. Group injury insurance for employees
      d. Pensions and severance pays
      e. Gold medal for retirement at full age
2. Staff training and continuing education:
   (1) The Company prepares budgets for internal employee educational training, external educational training, and all types of educational trainings for the implementation of educational trainings of work skills and knowledge for employees.

(2) The 2025 educational training expenses of the Company is NT$121,728. The training status of employees is as follows:

Course title	Course	Total number of individuals	Total training hours	Expense amount
Management	1	2	24	7,728
Environment, Safety, and Health	36	43	448	89,700
Radiation protection	7	15	54	24,300
Total	44	60	526	121,728

3. Retirement system

To help employees to work with relieve and guarantee the retirement lives, the Company stipulates Employees Retirement Regulation pursuant to the "Labor Standards Act (hereinafter referred to as "old labor retirement plan")" and "Labor Pension Act (hereinafter referred to as "new labor retirement plan")". For employees selecting the old labor retirement plan, labor retirement reserve and pension funds are distributed based on a certain ratio of the monthly salary; for employees selecting the new labor retirement plan, the Company distributes no less than 6% of the monthly salary to the personal labor pension account of the employee on a monthly basis.

4. Collective bargaining agreements

The Company has established an enterprise labor union. However, to date, the labor union has not submitted a negotiation draft of a collective agreement to the Company, and no collective agreement has been signed.

5. Other important agreements: None.

(II) List any losses suffered by the Company in the most recent fiscal years and up to the annual report publication date due to labor disputes, and disclosing an estimate of possible expenses that could be incurred currently and future, and measures being or to be taken: The Company has been excellent in benefits measures, management stipulation, and labor relation. There is no labor disputes and loss in the most recent fiscal years and up to the annual report publication date and it is expected to not have this type of disputes in the future.

(III) Protective measures for working environment and employees' personal safety:

The Company is in the traditional industry. The risks of high heat, noise and dusts exist in the working environment. The Company adopts engineering control and personal protection gears, implements health

examination and management for employees on a regular basis. For employees performing works (high heat, noise and dusts) that may jeopardize their health, the Company arranges special health examination. If abnormalities are found during a health examination and the employee is classified as a Tier 2 (or higher) employee, an evaluation and health education will be arranged.

1. Safety and health system and management measures are as follows:

(1) Introduce ISO 45001 certification and safety management:

The company implements the comprehensive safety and health management through a cycled mechanism of safety and health planning, implementation, inspection and improvement to establish a safe and healthy working environment.

(2) The establishment of safety and health, environmental management unit or personnel:

1) The Company establishes the Occupational Safety and Health Committee, in which the Foreman serves as the chair who summons meetings for discussion or stipulate safety and health management policy. In this Committee, labor members account for more than 1/3 of the total number of members to provide an official channel for the face-to-face discussion opportunity on the safety and health issue between the managers and employees.

2) There is a safety and health officer and safety and health manager in the safety and health management unit to implement the safety and health business, which is approved by the competent authority.

2. The environmental protection management measures are as follows:

(1) Introduce ISO 14001 certification management:

The Company has obtained the environment management system (ISO 14001) certification, and the registration number is:

UCS-E-13-010. The registration date: 2013.04.01; The date of certificate issuance: 2019.03.18; Effective date: 2025.03.06; Valid until: 2028.03.31. The Company also designates personnel to perform environmental protection management business.

(2) Promotion of environmental protection projects:

1) The solar PV panel was installed at the copper foil plant and connected to the plant's power system on March 7, 2025.

2) Solar panels were installed at the bottling plant and connected to the plant's power system on May 12, 2026.

3) Completed the installation of sludge dewatering equipment for wastewater treatment on August 30, 2025, to reduce the water content of sludge to below 70% and minimize sludge production. It also regulates the amount of chemicals used in wastewater treatment equipment to reduce the amount of chemicals used and the amount of sludge generated.

Water consumption (L) in 2023-2025

	Consumption of running water (L)	Recycled water from manufacturing process (L)	Wastewater emission from manufacturing process (L)	Water consumption (L)	Water consumption intensity (L/ton)
2023	156,742	809,236	151,276	5,466	0.72
2024	201,322	783,806	221,325	-20,003	-2.16
2025	231,118	763,380	239,839	-8,721	-0.93

Explanation: Due to frequent typhoons and rainfall in 2024, the factory collected rainwater for use. Additionally, the water meter for wastewater discharged to the Kaohsiung Linhai Linyuan & Dafa Industrial Parks Combined Wastewater Treatment Plant malfunctioned twice. The sewage plant calculated the wastewater fee based on the average water usage of the previous 12 months before the meter failure, resulting in an increase in wastewater discharge volume.

Collection of industrial wastes (tons) in 2023-2025

	2023	2024	2025
General industrial wastes (tons)	364.830	473.904	585.900
Hazardous industrial wastes (tons)	458.180	440.268	487.543
Wastes per ton of copper sheets (ton/ton)	0.108	0.099	0.115

3. Promote the afforestation in the plant:

Coping with the environment improvement project of the plant, the Company promotes afforestation in the plant by planting trees, flowers and lawns. The area of green land is about 3.5 thousand square meters. The Company also continues to promote the afforestation for the square coping with other engineering projects.

4. Management on suppliers and contactors:

The Company strives to become an excellent corporate civilian and fulfill the CSR. The Company not only commits to provide a safe working environment to the employees, but also works together with suppliers to improve the CSR. Therefore, the supplier management policy of the Company is to “require suppliers to comply with the related regulations on environmental protection, safety and health and fully understand and communicate with suppliers to encourage them to improve the environmental protection, safety and health performance.” In practice, the

Company considers suppliers as its important partners and requires them to implement the safety protection in the working environment and enhance requirement on environmental protection in order to fulfill the CSR.

Apart from the aforementioned points, the Company, based on the nature of the industry of the Company, also closely monitors the regulation risks and the following parts of suppliers to ensure the occupational safety of employees:

(1) Define high-risk operations and perform restrictions.

(2) Require suppliers to provide certification of the professional personnel pursuant to laws and regulations.

For the management on contractors, the Company summons the overseers of the construction projects and safety and health management personnel of contractors before the start of outsourcing projects for a project safety meeting, in which the factory safety and health management affairs and notifications of the construction site are well informed and recorded in the meeting minutes.

5. Key works of safety and health management:

(1) Rules for Safety and Health Operation are amended on a regular basis pursuant to the amendments to the laws and regulations, stipulate the 6S management regulations that meet the demand of the plant and the safe operation standards for machinery equipment for employees to abide by.

(2) Machines and equipment: Daily, weekly, monthly, quarterly, 6-month and yearly auto inspections are performed based on demands and the inspection items of special machinery equipment. A regular inspection by the competent authority is carried out for the registered and monitored dangerous machine and equipment to ensure the operation safety of such machinery equipment.

(3) Working environment: Implement 6S environmental improvement management, continuously improving the working environment for employees. Special work areas are legally required to conduct employee work environment monitoring records every quarter (Comprehensive Temperature Heat Index), every six months (Noise, Sulfuric Acid, Nickel, CO2 concentration), and every three years (Category 4 Total Dust).

(4) Educational training: New employees, rotational operation employee, machinery equipment operators, auto-inspection personnel, special operation personnel and supervisors are required to receive educational trainings and obtain related certifications.

(5) Health examination: Different health examinations are performed for new employees, special operation personnel and general employees pursuant to regulations to acknowledge their health status, which serves as the basis of work rotation and improvement on the working environment management.

(6) Fire safety: Pursuant to the Fire Service Act, the Company establishes comprehensive fire system to protect the safety of the plant and personnel and conduct inspection, report, fire training and emergency response drill pursuant to the laws and regulations.

6. Safety and environment management and performance evaluation measures:

(1) Regular inspection for hazardous machinery and equipment and work sites: All machinery and equipment are legally qualified through regular inspections. Operators have professional licenses and regularly take on-the-job training.

(2) Safety and health inspection: The headquarters formulates project plans, conducts on-site inspections regarding safety, health, environmental protection and fire safety on a regular basis, makes sure that there are measures protecting the safety in the workplace and of our employees, and gives suitable advice on improvement, so as to offer a safe workplace to our employees.

7. Appointment of nurses and stationed doctors:

(1) Employee medical check-ups and medical examination data management.

(2) Free doctor consultation and nurses' health care

(3) Helping employees participate in health improvement programs.

(4) Dealing with incidents employees encounter and coordinate related matters.

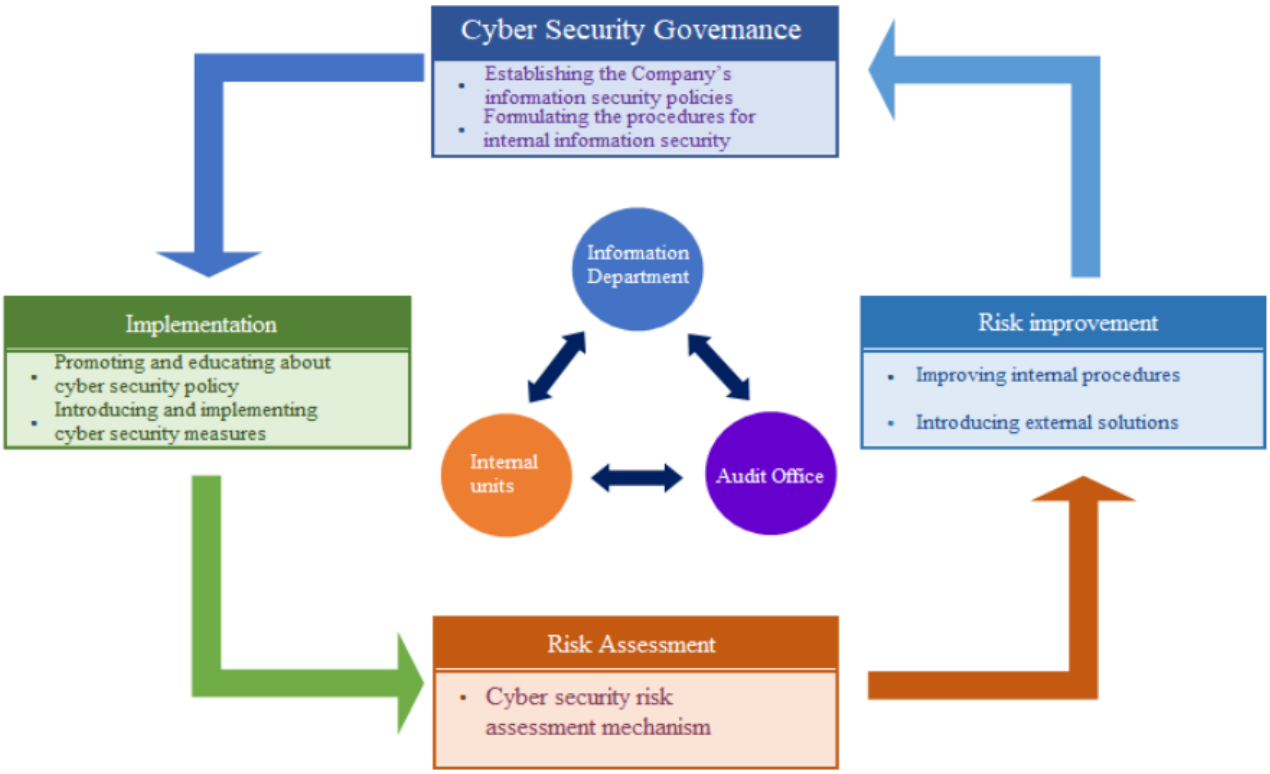
(5) Providing information about prevalent diseases in the society and matters with respect to health maintenance to employees.

VI. Cyber Security Management:

(1) Cyber Security Risk Management:

1. Cyber security risk management framework

- The Company's IT Department is responsible for its information security and takes charge of planning, implementing and promoting matters related to information security as well as increasing awareness for information security.
- The Company's Audit Office is the audit unit for information security control. If any shortcoming is found, the audited unit is required to propose the improvement plan and submit such a plan to the board of directors' meeting. Subsequently, regular follow-up shall be made to further reduce the internal cyber security risk.
- The organizational operation is managed with the PDCA method to ensure the achievement of reliability goal and continual improvement.



2. Cyber Security Policy

This policy is stipulated in an effort to carry out an effective information management system, and maintain the confidentiality, completeness and availability, so as to ensure the secure operation of information system and network and achieve the goal of sustainable management.

3. Specific management program (same as those on the Company's website)

Cyber Security Management Program		
Item	**Description**	**Relevant Measures**
Privilege Management	Management for personnel accounts and privileges and measures for system user behavior	• Management and approval for personnel account privilege management • Regular stock-taking of personnel account privileges
Access Control	Control measures for channels of personnel accessing internal and external systems and transmitting data.	• Control measures for internal and external accesses • User behavior tracking record
External Threats	Internal potential vulnerability, management and preventive measures for infections	• Host/Computer vulnerability assessment and update measures • Antivirus and malware assessment
System Availability	System availability status and processing measures for disrupted services	• Monitor and alert measures for system/network availability status • Data backup measures, local/remote backup • Regular disaster recovery drill

4. Resources investments of Cyber Security Policy

(1) Manpower: Currently, the two members of the IT Division are responsible for related information security.

(2) Act: A consulting contract was signed with an ISO 27001 consultant to assist Hua Eng Wire & Cable and First Copper in the joint implementation and verification of an information security management system compliant with ISO 27001. The contract period is from August 6, 2025 to April 30, 2028. In addition to obtaining certification, information security conference reviews and disaster recovery drills will also be carried out. Regarding hardware risks, the Company will obtain fire insurance for equipment and sign maintenance service contracts with professional vendors to ensure the stability and security of the overall information system.

(3) Budget: For information on equipment fire insurance and related equipment system maintenance, the total amount in 2025 was about NT$1,970,000.

(II) Losses, possible impacts and countermeasures of major information security incidents:

There was no loss due to major information security incidents during the most recent fiscal year or during the current fiscal year up to the annual report publication date.

VII. Important contracts: For contracts that are still valid as of the printing date of the annual report or expired in the most recent year, list the parties to supply and marketing contracts, technical cooperation contracts, engineering contracts, long-term loan contracts, and other important contracts that are sufficient to affect shareholders' rights and interests. Also give the beginning and ending dates of the contracts, the main content, and restrictive clauses.

Contract nature	Contractual parties	Contract start and end date	Main content	Restrictive clauses
			None	

I. Financial status:

Comparative Analysis Table of Financial Status in the Last Two Years

Unit: NTD thousand

Item \ Year	2025	2024	Difference	
			Amount	%
Current assets	2,322,911	2,343,677	(20,766)	(0.89)
Non-current financial assets at fair value through other comprehensive profit or loss	7,998,423	5,401,803	2,596,620	48.07
Investments accounted for using equity method	138	145	(7)	(4.83)
Property, plant and equipment	1,040,910	1,040,128	782	0.08
Balance of investment property	213,154	216,139	(2,985)	(1.38)
Other assets	49,686	49,650	36	0.07
Total assets	11,625,222	9,051,542	2,573,680	28.43
Current liabilities	1,642,828	1,612,364	30,464	1.89
Non-current liabilities	268,480	267,178	1,302	0.49
Total liabilities	1,911,308	1,879,542	31,766	1.69
Capital stock	3,596,222	3,596,222		
Retained earnings	575,333	630,039	(54,706)	(8.68)
Other equities	5,542,359	2,945,739	2,596,620	88.15
Total equities	9,713,914	7,172,000	2,541,914	35.44

Should specify the main reason and the influence caused by the significant changes in assets, liabilities, and shareholder's equity (where the change reaches 20% or more between the current and previous period and the change amount reaches NT$10 million) and the future response plan.

(I) Primary reasons for changes:

1. Increase of financial assets at fair value through other comprehensive income - non-current: Mainly due to the recognition of the fair value of financial assets in the current year.
2. Increase of total assets: Mainly due to the increase of financial assets measured at fair value through other comprehensive income - non-current. Please refer to (1) above for description.
3. Increase in other equities: Mainly caused by the financial assets at fair value through profit or loss recognized in the current fiscal year.
4. The increase in total equity: Mainly due to the increase in other equity in the current year. Please refer to 3. above for description.

(II) Impact: No significant impact on finance and business of the Company.

(III) Future response plan: None.

II. Financial performance:

(I) Comparative analysis table of operating revenue, net operating profit and net profit before tax for the most recent two years

Unit: NTD thousand

Item \ Year	2025	2024	Increase (decrease) amount	Change %
Net operating income	2,905,229	3,128,075	(222,846)	(7.12)
Operating costs	2,917,000	3,009,825	(92,825)	(3.08)
Gross profit (loss)	(11,771)	118,250	(130,021)	(109.95)
Operating expenses	63,500	62,139	1,361	2.19
Net operating gain (loss)	(75,271)	56,111	(131,382)	(234.15)
Non-operating income and expenses	204,008	203,244	764	0.38
Net profit (loss) before tax	128,737	259,355	(130,618)	(50.36)
Income tax expenses (gains)	7,236	(6,210)	13,446	216.52
Current net income	121,501	265,565	(144,064)	(54.25)
Other comprehensive income (net income after tax)	2,600,224	926,593	1,673,631	180.62
Total comprehensive income of the current period	2,721,725	1,192,158	1,529,567	128.30

If operating revenue, operating profit, and pre-tax net profit increase/decrease ratio have changed by more than 20% in the most recent two years, the main reasons should be analyzed and explained and the possible impact on the Company's future financial business and corresponding plans given:

1. Primary reasons for changes:
   (1) Reduction of gross profit: The Company experienced a decline in revenue due to competition from international peers and the fulfillment of lower-priced orders. Additionally, a significant increase in copper prices raised raw material and production costs, eroding product profitability and resulting in a gross loss.
   (2) Decrease in operating profit: Mainly due to a decrease in gross profit in the current year. Please refer to (1) above for description.
   (3) Decrease in net profit before tax: Primarily attributable to the decrease in gross profit in the current year. Please refer to (1) above for description.
   (4) Increase of income tax expenses: Mainly due to fluctuation of international copper price, resulting in the increase of net realizable value of inventories and the reversal of inventory devaluation losses, resulting in a decrease of deferred income tax assets.
   (5) Decrease in net income for the period: Mainly due to a decrease in gross profit

in the current year. Please refer to (1) above for description.

(6) Increase in other comprehensive income (net income after tax): This was mainly due to a larger fair value gain recognized on financial assets during the year.

(7) Increase in the total comprehensive income of the current period: It is mainly caused by the increase in other comprehensive income (net income after tax). Please refer to (6) above for description.

2. The main business contents of the Company remain unchanged.

3. Expected sales volume and it basis, potential impact on the financial business of the Company in the future and response plan:

(1) Estimated sales amount: 10,200 tons/year.

(2) Sales estimation basis:

① The re-melted electroplated copper sheets are used in automotive connectors and terminals, and there is stable basic demand for them.

② There is robust demand for heat sinks and red copper foil for electrical terminals.

③ The demand is rising for high-end materials (particularly with high strength and high conductivity).

④ The demand and scale of the AI and server markets have increased.

⑤ There is a fundamental demand for semiconductor materials within the domestic market.

(3) Effect on the company’s business and financial affairs; responsive measures:

① Semiconductor and LED materials will continue to be prioritized for domestic customers – increase orders for tin-plated materials used in automotive connectors and terminals and promote high-end alloy tin plating; expand the supply of copper-tin-nickel alloys for lithium battery pack materials; and continue to reliably supply high-conductivity, high-heat-dissipation materials for the AI and server industries, while developing new secondary processing punching products and increasing production capacity.

② We will strengthen the integrated management of procurement, sales, and inventory, and prudently employ hedging mechanisms to mitigate risks arising from fluctuations in international copper prices and exchange rates, thereby reducing uncertainty in operational profitability to maintain reasonable profits. Overall operations will focus on high-end products, with increased staffing in production units and improved equipment utilization rates to further enhance quality stability and strengthen competitiveness.

III. Cash flows:

Cash flow analysis

Unit: NTD thousand

Beginning cash balance	Annual net cash outflow from operating activities	Net cash outflows from investing and financing activities	Cash surplus (insufficiency) amount	Remedial measures for cash shortages	
				Investment plan	Financing plan
139,179	198,745	(236,224)	101,700	—	—

1. Analysis of the changes in cash flows for the current year:
   (1) Operating activities: Mainly due to the receipt of cash dividends in the current year, resulting in cash inflows.
   (2) Investment activities: Mainly due to the purchase of property, plant and equipment and the resulting cash outflows during the year.
   (3) Financing activities: Mainly due to the payout of cash dividends and the resulting cash outflows during the year.
2. Remedial measures and liquidity analysis for expected cash shortage: There is no cash shortage, so it is not applicable.
3. Analysis of cash liquidity in the coming year

Unit: NTD thousand

Beginning cash balance	Estimated from operating activities Estimated net cash inflow	Expected net cash outflows from investing and financing activities during the year	Cash surplus (insufficiency) amount	Remedial measures for cash shortages	
				Investment plan	Financing plan
101,700	660,732	(632,432)	130,000	—	—

(1) Analysis of cash flow status in the coming year:
   ① Operating activities: Mainly due to the anticipated cash inflows from operating profits and lower inventory.
   ② Investment activities: Mainly due to the anticipated purchase of property, plant and equipment and the resulting cash outflows.
   ③ Financing activities: Mainly due to the anticipated repayment of bank loans, payout of cash dividends, resulting in cash outflows.

(2) Remedial measures and liquidity analysis for expected cash shortage: Not applicable because there was no shortage of cash.

IV. The impact of major capital expenditures in recent years on financial operations.

(I) The use of major capital expenditures and sources of funds

Unit: NTD thousand

Plan item	Actual or anticipated Source of funds	Actual or expected completion date	Total funds required	Actual or scheduled use of funds						
				2024	2025	2026	2027	2028	2029	2030
Machinery equipment	Equity funds and borrowings	December 31, 2026	124,422	11,132	37,171	76,119				
Machinery equipment	Equity funds and borrowings	December 31, 2028	530,000			79,500		450,500		

(II) Expected benefits

1. Improve production efficiency and increase finished product output, thereby enhancing competitiveness in the thick plate market.
2. Reduce carbon emissions and continue to meet international energy-saving and carbon reduction requirements

V. Reinvestment policy in the most recent year, main reasons for its profit or loss, improvement plan and investment plan for the next year:

Unit: NTD thousand

Description / Item	Amount	Policy	Main reason for profit or loss	Improvement program	Other future investment plans
Hua Eng Wire & Cable Co., Ltd.	—	Stable operation	Revenue grew and operating income increased in 2025, but a gain on fair value valuation of financial assets was recognized. Net income for the current period was NTD 2,334,676 thousand.	None	None

VI. Risks:

(I) The impact of interest rate, exchange rate changes, and inflation on the Company's profit and loss and future countermeasures:

1. Global inflationary pressures eased gradually as central banks in major economies shifted toward looser monetary policies. The market generally anticipated that interest rates would remain relatively stable or adjust slowly, and the global economy was expected to maintain moderate growth. However, geopolitical risks, climate change, and adjustments to trade policies in major countries may still pose uncertainties to the international economic and trade environment. The Company's interest rate risk primarily arises from working capital and procurement financing. Maintaining a sound financial structure and strong relationships with financial institutions helps the Company secure more favorable financing terms. The Company will continue to monitor changes in interest rates and exchange rates and adjust capital allocation in a timely manner to mitigate the impact of market volatility on the Company's operations.
2. The Company relies on imported raw materials, which are priced in US dollars; therefore, its net foreign currency position consists primarily of liabilities denominated in USD. In response to fluctuations in the foreign exchange market, the Company is actively staying abreast of exchange rate trends, utilizing market information, making timely adjustments to the export bill schedule. The Company mitigates exchange rate risk through measures such as foreign currency accounts receivable financing and the purchase of forward foreign exchange contracts. Exchange gain in 2025 accounted for 0.19% of our operating income, and the impact was insignificant.

(II) Policies for engagement in high risk and high leverage investment, loaning to a third party, guarantee/endorsement, and derivative trade, the main reason for profit or loss, and the response in the future:

1. The company does not engage in high risk and high leverage investments.
2. The company does not loan to a third party nor make guarantees/endorsement for others.
3. The Company engages in the transactions of derivatives for risk hedging and cost reduction and in accordance with the Company's Procedures for Asset Acquisitions or Disposals. There is no involvement of speculative transactions of derivatives.

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

Plan designation	Current progress of the plan	Expenses	Time	Primary success factors
Research and development of new copper-nickel-tin alloys.	1. Research on the manufacturing processing design. 2. Sample trial production.	NT$5 million	November 2025	1. Production process design 2. Parameter adjustment control 3. Production operations management

(IV) The impact of important domestic and foreign policies and legal changes on the Company's financial business and corresponding measures:

Due to difficulties in recruiting production personnel, additional financial resources are required to effectively address the situation.

(V) The impact of technological changes (including cyber securities) and industrial changes on the Company's financial business and corresponding measures: No impact.

1. Impact of cyber security on the company's business and financial affairs; responsive measures:

(1) Impact: The Company's telecommunication network is mainly used for internal operational management and is not connected to external networks of the upstream and downstream supply chain. We equip our terminal equipment and servers within the Company with anti-virus software and our server room with an uninterrupted power supply system (UPS). We adopt the high availability (HA) framework for major servers and have concrete management measures in place, such as daily backup and off-site backup. We even execute a maintenance contract with cyber-security vendors, terminal product repair vendors, and information system integration vendors so that we can be instantly supported when a cyber-security issue is identified.
Any connection and transition to specific external financial institution or supervisory agency is conducted using the protocol specified by the agency or institution in accordance with our approval procedures along the authorization hierarchy. In summary, cyber-security risk has only mild influence on the Company's business and financial affairs.

(2) Responsive measures: The various information security threats are hard to predict and their patterns are ever evolving. As such, the Company continuously monitoring threats through existing safeguard systems, implement information security management measures, and closely work with supporting service vendors so as to strengthen data safety protection technology.

(VI) The impact of corporate image change on corporate crisis management and countermeasures: None.

(VII) Expected benefits and possible risks of mergers and acquisitions and countermeasures: The Company does not have merger nor acquisition plan.

(VIII) Expected benefits and possible risks of plant expansion and countermeasures: The Company does not have the plant expansion plan.

(IX) Risks and countermeasures faced by purchase or sales concentration:

The Company purchase products from world-class suppliers with long-term relationships. In addition, the procurement is distributed. Excellent credibility allows the Company to acquire raw materials easily. As such, there is no risk for purchase.

The sales of the Company are distributed in many areas. Apart from Taiwan, the sales area also includes China, Japan, countries in Southeast Asia and the United States. There is not risk of sales concentration.

(X) Effect upon and risk to the Company in the event a major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10 percent stake in the Company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken: There is no stake transferred or change for the major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10 percent.

(XI) Impacts and risks of changes in operating rights on the company and corresponding measures: There is no impact and risk as there is no change in operating rights.

(XII) Litigation or non-litigation events impacting the Company and its directors, supervisors, general managers, substantive persons in charge, major shareholders whose shareholding ratio exceeds 10%, and affiliated companies:

1. Major litigation, non-litigation or administrative disputes that have been resolved or are still in process: None.
2. The main parties involved, facts and handling circumstances: None.

(XIII) Other important risks and countermeasures:

Explanation of information security risk assessment analysis:

1. Prevention on computer virus and malware
   The Company establishes anti-virus software to scan computer system and data storage, automatically updates virus codes, and updates operation system and software patches to effectively block out virus and malware.
2. Computer media and data security
   The reusable data storage media, the content is completely deleted when it is no longer in service; data is backed up on a regular basis, and the redundancy measures are adopted to ensure the security of important

operation and management data of the Company. The Company also adopts protection measures when exchanging electronic data with other external units to prevent the data damage and authorized data saving and editing.

3. Network security
   The Company implements the strictest identification operation and uses the firewall to record and control behaviors on the network. The highest authorization of the system will only be granted to the trustworthy personnel for management after the discreet evaluation. The network authorization for personnel leaving the Company or retires will be cancelled pursuant to the information security regulations and procedures. There is a backup host for the main host server of the network, so that the critical system operation will not be interrupted in the event that the main operation host is not functioning properly. The uninterrupted power system is adopted in the network hardware equipment to prevent the abnormal power shut down.
   After inspecting the aforementioned critical items, the Company does not have the significant risk of information security.

VII. Other important matters: None.

I. Related information of affiliated companies: ffiliated business merger report: Please refer to the MOPS at the following path: MOPS > Company > Electronic Document Download > Related Companies' Three Documents Section, or refer to the following website: https://mopsov.twse.com.tw/mops/web/t57sb01_q10

II. Handling of privately placed securities in the most recent year and as of the date of publication of the annual report: None.

III. Other necessary supplementary explanations: None.

Seven. In the most recent year and as of the printing date of the annual report, the occurrence of the matters that have a significant impact on shareholders' equity or securities prices as specified in Article 36 Paragraph 2, Item 2 of the Securities and Exchange Act: None.

First Copper Technology Co., Ltd.

Chairman: Wang Hong-Ren