Stock Code:3011

Ji-Haw Industrial Co.,Ltd.

2025 Annual Report

Printing Date: May 2, 2026

Market Observation Post System: https://mops.twse.com.tw
Website of annual report disclosure: https://www.jh.com.tw

I. The name, title, telephone number, and e-mail of the Company's spokesperson and acting spokesperson:

Spokesperson: Jess Lin
Email: Investor@jh.com.tw

Title of Spokesperson: Acting General Manager

Acting Spokesperson Name: Po-Rong Chen

Email: Investor@jh.com.tw

Acting Spokesperson Position: Finance and Corporate Governance Director

Tel: (02) 2918-9189 (Representative No.)

II. Address and telephone of the head office, branches, and factories:

Head Office Address: No.53, Baoxing Rd., Xindian Dist., New Taipei City 231, Taiwan(R.O.C.)

Tel: (02) 2918-9189 (Representative No.)

Branch Office: None

Factory:Ji-Haw Opto-Electrical (Kunshan) Co., Ltd. (J.H.P)

Factory Address: No.110 Jiang Feng Road, Kunshan Economic Technology Development Zone, Zhangpu Complex Area, Jiangsu Province, P.R.C.

Tel: (86)512-57452388

Factory: J.B.T INDUSTRIAL CO., LTD.(J.B.T)

Factory Address: 227/1,M003,Laem Chabang Industrial Estate, Sukhumvit Road,Thungsukla, Sriracha, Chonburi 20230 Thailand

Tel: (66)38-490277

III. Name, address, website, and telephone number of the stock transfer agency:

Name: Fubon Securities Co., Ltd., Shareholder Services Department

Address: 6F, No. 6, Sec. 1, Zhongxiao W. Rd., Zhongzheng Dist., Taipei City 10041

Website: https://www.gfortune.com.tw

Tel: (02) 2371-1658 (Representative No.)

IV. Contact Information of the CPAs for the Most Recent Financial Statements:

Names of CPAs: Huang Yao Lin, Chou Shih Chieh

CPA firm: Deloitte Taiwan

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

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

Tel: (02) 2725-9988 (Representative No.)

V. Name of any exchange where the Company's securities are traded overseas, and the method by Name of overseas stock exchange for overseas negotiable securities and inquiry method: None.

VI. Company website: https://www.jh.com.tw

JI-Haw Industrial Co., Ltd.

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Chapter1. Letter to Shareholders

Ladies and Gentlemen, shareholders:

In 2025, the global manufacturing and electronic components industries entered a period of profound structural adjustment. The trend toward supply chain regionalization driven by geopolitical factors has become increasingly evident. In addition, mandatory ESG-driven green transformation and carbon pricing policies imposed by governments worldwide, coupled with intense cost-control pressures amid global inflation, have introduced significant uncertainties into the overall industrial landscape. Meanwhile, the wave of hardware upgrades driven by AI infrastructure, together with the gradual recovery of the traditional consumer electronics market, has created a year characterized by both opportunities and challenges.

In response to these changes, Jin Hao has continued to strengthen its core capabilities in the R&D and manufacturing of wire harness products. The Company has also introduced highly stable and technologically advanced products targeting key markets such as electric vehicles, high-speed transmission applications, and industrial automation, with the aim of expanding market penetration.

To address the rapid evolution of artificial intelligence technologies across smart manufacturing, autonomous driving, and the Internet of Things (IoT), Jin Hao is not confined to its traditional role as a component supplier. Instead, the Company is actively transforming AI technologies into tangible operational momentum. Our R&D efforts are focused on four core areas: automotive AI, generative AI, semiconductor automation, and industrial quality inspection. By integrating the strengths of Taiwan's AI ecosystem, we are promoting the implementation of AI applications across various vertical industries and providing customers with integrated smart solutions and technical services spanning both hardware and software.

Looking ahead to 2026, amid ongoing global supply chain restructuring, the full-scale expansion of AI applications, and the deepening trend of ESG sustainability, Jin Hao will adopt a strategic approach of "steady operations with precise transformation" to further reinforce its core competitiveness.

In the face of intensifying global price competition and shrinking profit margins, Jin Hao is actively advancing a transformation of its business model—from a traditional "manufacturing-oriented mindset" to a "technology integration and service-oriented" model. By enhancing the high value-added nature of its products, the Company aims to establish new barriers to competition. In response to a rapidly changing market environment, we will continue to increase R&D investment and introduce innovative solutions in high-end wire harnesses and AI-driven technologies to capture future market opportunities.

Despite the challenging external environment, it also provides an opportunity for Jin Hao to comprehensively review and strengthen its operational fundamentals. We will continue to enhance market development, customer relationship management, product R&D, process optimization, and organizational management to ensure the achievement of steady growth objectives. Jin Hao firmly believes that, with its solid technological expertise, agile adaptability, and continuously improving management efficiency, the Company will sustain corporate value, enhance investment returns, and deliver more substantial growth outcomes for shareholders and business partners.

I. 2025 Business results

(I) Business Plan and Budget Execution

1. Operating Revenue:The consolidated operating revenue for 2025 amounted to NT$754,644 thousand, representing a decrease of NT$397,526 thousand compared to

NT$1,152,170 thousand in 2024.

2. Net Loss After Tax: The consolidated net loss after tax for 2025 amounted to NT$299,097 thousand, representing a decrease in loss of NT$44,108 thousand compared to a consolidated net loss after tax of NT$254,989 thousand in 2024.

(II) Analysis of financial income, expenses and profitability

Unit: NT$ thousand

Item	2025	2024
Net cash inflow (outflow) from operating activities	(180,973)	(149,601)
Net cash inflow (outflow) from investing activities	(89,702)	(164,009)
Net cash inflow (outflow) from financing activities	184,897	333,213
Return on assets	(10.15)	(9.64)
Return on equity	(20.62)	(17.46)
Net yield	(39.63)	(22.13)
Earnings per share (NT$)	(2.55)	(2.21)

(III) Research and development status

Major R&D results for the year and up to the publication date of the annual report:

1. Improvement and enhancement of modular production of Type C, HDMI 2.1 and USB 4.1 transmission line assemblies
2. Production and modular production of special wire assemblies for electric vehicles
3. Development of sensor wire harnesses for autonomous vehicles.
4. Various interface adapters and in-vehicle panel electronic modules.
5. Enhancement of ultra-high-frequency transmission performance of cables and cost optimization.
6. Security Personnel Management System.
7. AI Tech Support Platform.
8. Truck Defender Human Detection System.
9. Ongoing Development of High-Speed Wire Harness Assemblies.
10. Consultative Interactive Robot.
11. Digital Human Application Platform.
12. One-Stop AI Full-Scenario Solution.

II. Summary of 2026 Business Plan

(I)Business Policy

1. Operations: The Company will continue to enhance the performance of its management information systems, and optimize the integration and analytical capabilities of operational data. It will also actively recruit and cultivate interdisciplinary talent to strengthen the team’s core competitiveness. On the supply chain front, the Company is committed to optimizing global logistics management to improve overall operational efficiency, while ensuring optimal resource allocation through refined cost and expense control. In terms of AI development, leveraging Haoflyse as its core platform, the Company is

establishing a comprehensive upstream–midstream–downstream AI ecosystem in Taiwan. Through business collaborations, strategic alliances, and mergers and acquisitions, it is accelerating AI adoption across industries including automotive, healthcare and caregiving, technology manufacturing, as well as chain retail and hospitality sectors. The Company is also actively expanding into cloud computing power and edge-device AI interface applications, with the goal of executing its transformation and upgrade strategy while injecting new momentum into operations.

2. Products: The Company's core products cover connection cables for PCs, notebooks, tablets, servers, and peripherals, and extend to key connectivity technologies for gaming consoles, LCD monitors, communication devices, and office equipment. In the optical communication sector, the focus is on active optical components and converters. In the mechanical and automotive sectors, emphasis is placed on connector assemblies, automotive circuit assembly services, and automotive and high-speed wire harnesses, meeting the high standards required for AI computing and new energy vehicles. Additionally, the Company actively invests in the production of environmentally friendly equipment components and the adoption of eco-friendly materials. In the AI domain, through its product lines—including AI Server High-Speed Cables and Hardware, Automotive AI Systems and Robots, Enterprise Second Brain "Agatha", and Digital Human Application Platform "TUAN"—the Company is fully entering the AI field, targeting cloud computing power, edge-device AI interfaces, and other related areas.

3. Sales: The Company continues to deepen customer relationship management and actively develop emerging market segments, including energy, biotech and healthcare, automotive, industrial, and cloud data centers. In the AI domain, offerings include both product sales and system services, targeting clients across industries and organizations, such as manufacturing, in-vehicle applications, healthcare, and retail. The Group will integrate various resources to establish a comprehensive hardware–software ecosystem, providing customers with one-stop, full-scenario AI solutions from initial design to end-use applications.

4. R&D: The Company focuses on the development of trend-driven and niche products, leveraging external R&D resources to accelerate the innovation process. It continues to promote the adoption of automated manufacturing equipment and strictly implements the Advanced Product Quality Planning (APQP) procedures during early-stage product development to ensure R&D efficiency and stable quality. In the AI domain, the Company is increasing R&D efforts across a wide range of applications—including smart security, healthcare, retail, industrial manufacturing, and generative AI—delivering innovative solutions with strong market competitiveness.

5. Production: The Company optimizes global regional capacity allocation and supply chain management, employing industrial engineering (IE) methods to enhance production efficiency and allocation rationality. A comprehensive production–sales coordination mechanism is in place to ensure flexible and balanced capacity deployment. The Company continues to promote automated production and inspection of high-precision products, and leverages information tools to strengthen real-time remote monitoring, improving yield and operational efficiency. At the same time, supplier and outsourcing management is optimized to ensure supply chain stability and quality.

(II) Expected sales volume and basis

The Company's principal business is the manufacturing and sales of connection cables for computers, peripherals, and communication products. The projections are based on the Company's past business experience with customers, actual operations and order status in the first quarter of 2026, and take into account the increasingly optimistic global economic outlook, the recovery of computer products, and the launch of new electronic products. The estimated sales value of the Company's major products for 2026 is as follows:

Unit: Thousand pcs

	Actual Figures for 2025	Forecast for 2026
Connection cables	39,668	48,593

(III) Key Production and Sales Policies

1. Marketing strategy

(1) Enhance Brand Influence: Actively participate in prominent domestic and international trade shows and industry forums to increase product market exposure, and proactively pursue opportunities for collaboration with leading industry players.

(2) Deepen Niche Markets: Strengthen channel deployment and management in niche markets, boosting sales momentum to improve overall market penetration and influence.

(3) Diversify Customer Base: Focus on developing cross-industry client segments, leveraging the expansion of business scope to effectively mitigate the impact of seasonal sales fluctuations.

(4) Implement Profit Management: Reinforce profit-oriented management mechanisms, improve capacity utilization, and optimize inventory turnover to reduce the risk of stock accumulation.

2. Production policy

(1) Enhance Supply Chain Management Efficiency: Carefully select and cultivate high-quality suppliers, establish real-time supply chain monitoring and quality management systems, and shorten material issuance and in-transit turnaround times.

(2) Optimize Capacity Forecasting and Scheduling Mechanisms: Improve the accuracy of capacity forecasts, strengthen the flexibility of internal and external capacity allocation, and ensure balanced supply and demand with flexible scheduling.

(3) Establish a Comprehensive Material Management System: Utilize information management systems to optimize material flow efficiency, implement real-time inventory alerts and contingency mechanisms, and achieve optimal inventory management.

(4) Promote Process and Equipment Automation: Continuously invest in the technical optimization of production equipment and tooling, enhance process precision and production efficiency, and ensure high stability in product quality.

III. Future Company Development Strategy

Leveraging its solid R&D foundation and outstanding manufacturing management capabilities developed over years of experience in the connector and cable assembly industry, JINHAO will continue to expand its business footprint, drive technological innovation, and deepen its market presence. Its future development strategies will focus on the following directions:

1. Building on more than three decades of accumulated R&D expertise and the advantages of a laboratory certified by Chinese national authorities, along with its status as a qualified supplier recognized by internationally renowned brands, the Company will continue to enhance product performance and service quality, thereby strengthening its competitive barriers in the global market.

2. Capitalizing on its strong R&D capabilities and manufacturing foundation, the Company will promote business transformation from “single components” to “integrated modules and system solutions” through cross-industry strategic collaborations. Its product applications will expand from computer peripherals to high-growth sectors, including cloud data centers, medical and biotechnology, networking and communications equipment, industrial control, energy technology, and autonomous vehicle subsystems.

3. By deepening relationships with key customers, the Company will adopt Joint Design Manufacturing (JDM), collaborative design, and customized production models to actively establish strategic partnerships with leading global enterprises. Leveraging its advantages in agile manufacturing and flexible production scheduling, the Company will support customers in achieving rapid time-to-market and efficient time-to-volume, thereby capturing market opportunities with precision.

4. In the field of AI-related business, the Company will actively expand into high-potential markets such as smart security, smart healthcare, smart retail, smart manufacturing, and generative AI. It will also promote the implementation of AI applications across enterprise, lifestyle, and entertainment scenarios, delivering comprehensive hardware-software integrated solutions.

IV. Impact of External Competitive Environment, Regulatory Environment, and Overall Business Environment

In 2025, the global economy has entered a “low-growth, high-volatility” norm. Supply chain restructuring driven by geopolitical tensions has shifted from a sole focus on cost efficiency to an emphasis on security and resilience. The manufacturing sector is facing increasingly pronounced regionalization challenges, requiring companies to strengthen cross-border operational flexibility and production resilience to respond to unexpected logistics disruptions and trade barriers. In addition, global labor shortages have accelerated the adoption of smart manufacturing worldwide—automation and digitalization are no longer optional, but essential foundations for sustaining profitability.

In the automotive market, the new energy vehicle (NEV) industry has transitioned from a phase of rapid expansion to one of structural optimization in 2025. Beyond advancements in battery technologies, “Software-Defined Vehicles (SDVs)” have emerged as a new core driver, significantly boosting demand for automotive sensor harnesses, high-speed data transmission, and AI computing processors. Meanwhile, increasingly stringent carbon footprint regulations imposed by governments are compelling companies to incorporate decarbonization strategies at the early stages of product design, making low-carbon components a key competitive factor for entering Tier-1 automotive supply chains.

The year 2025 marks a critical milestone for the large-scale deployment of “Physical AI” and Edge AI. AI applications are extending from large-scale cloud models to end devices and production lines. According to forecasts by Gartner and IDC, edge devices with local processing capabilities will become the “neural endpoints” of Industry 4.0. For the cable and connectivity industry, this trend not only drives strong demand for high-end, high-speed cabling within AI servers, but also compels companies to deeply integrate AI technologies into automated quality inspection and warehouse management. Through AI enablement, enterprises can enhance productivity and maintain economic competitiveness in the global market.

From a regulatory perspective, the European Union's Carbon Border Adjustment Mechanism (CBAM) has been formally implemented, while global scrutiny of corporate sustainability reporting continues to intensify. In 2025, environmental costs have effectively become tangible operating costs. Suppliers with strong carbon management capabilities, green manufacturing processes, and circular economy strategies will gain priority access to procurement opportunities from leading international enterprises. JINHAO regards ESG as a catalyst for transformation. By optimizing process energy efficiency and developing environmentally friendly material applications, the Company aims not only to meet increasingly stringent global environmental regulations, but also to convert compliance into a differentiated competitive advantage.

Ji-Haw Industrial, Co., Ltd.

Chairman: Hao-Ji Shi

Manager: Jess Lin

Accounting officer: Po-Rong Chen

Chapter2. Corporate Governance Report

I. Information on directors, president, vice president, assistant vice president, and heads of departments and branch offices

(I) Profile of Directors:

1. Profile of Directors:

May 2, 2026
(Book closure date of the annual general shareholders' meeting)

Title	Nationality or Place of Registration	Name	Gender and Age	Date of Election (Appointment)	Term of office	Date of initial election	Shareholding when elected		Current Shareholding		Current Shareholding of Spouses and Minor Children		Shareholding in the Name of Others		Principal Work Experience and Academic	Position(s) Held Concurrently in the Company/in Any Other Company	Other Supervisors, Directors or Supervisors Who Are Spouses, or Relatives Within the Second Degree of Kinship			Remarks
							No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship	
Chairman	R.O.C.	Hao-Ji Shi	Male 41~50	2023.06.29	3 years	2023.06.29	0	0	1,000	0	0	0	0	0	Education: Master of Finance, National Taiwan University Master of Civil Engineering, National Taiwan University Experience: Vice Chairman of Better Life Group Co., LTD. Assistant Manager, Capital Markets Department, KGI Securities Director, Taiwan Angel Investment Association	Supervisor of Zhiqu Asset Investment Co., Ltd. Chairman of Ji-Haw Opto-Electrical (Kunshan) Co., Ltd. Director of Ji-Haw Artificial Intelligence Technology (Kunshan) Co., Ltd. Chairman of J.B.T INDUSTRIAL.,LTD. Chairman of JI-HAW INVESTMENT CO.,LTD. Chairman of CHINTEK INC. Chairman of Heph A.I Studios Technology Co., Ltd. Chairman of Emergence A.I Co., Ltd. Chairman of Jin-Zuan Semiconductor Investment Co., Ltd. Chairman of SHAN YI Investment Co., Ltd.	None	None	None	None

Title	Nationality or Place of Registration	Name	Gender and Age	Date of Election (Appointment)	Term of office	Date of initial election	Shareholding when elected		Current Shareholding		Current Shareholding of Spouses and Minor Children		Shareholding in the Name of Others		Principal Work Experience and Academic	Position(s) Held Concurrently in the Company/in Any Other Company	Other Supervisors, Directors or Supervisors Who Are Spouses, or Relatives Within the Second Degree of Kinship			Remarks
							No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship	
Director	R.O.C.	Bai-Hu Zeng	Male 61~70	2023.06.29	3 Years	2023.06.29	0	0	0	0	0	0	0	0	Education: Master's in Electronics, National Chiao Tung University Experience: Senior Assistant Manager at Quanta Computer Inc. Person in Charge at TRENDTECH TRADING CO., LTD. Co-founder, Intelligent Information Security Technology Inc. Hongrong International Co., Ltd. CEO	None	None	None	None	None
Director	R.O.C.	Chao-Yang He	Male 71~80	2023.06.29	3 Years	2023.06.29	0	0	60,000	0.04	0	0	0	0	Education: Bachelor of Chemical Engineering, National Cheng Kung University Experience General Manager of Chi Mei Corporation Vice Chairman of Chimei Electronics Chairman of Cheng Mei Material Technology Co., Ltd. Director of Visual Technology Corporation Executive Director of Ningbo Cheng Mei Material Technology Co., Ltd. Chairman of Cheng Hui Investment Co., Ltd. Chairman of Cheng Hui Trading Co., Ltd. Executive Director of Cheng Mei Material Technology (Samoa) Co., Ltd.	Supervisor of Li Zuan Industrial Co., Ltd.	None	None	None	None
Director	Singapore	Chen Guo	Male 51~60	2023.06.29	3 Years	2023.06.29	0	0	0	0	0	0	0	0	Education: Bachelor of Electronic Engineering, Wuhan University Experience: SENSETIME INTERNATIONAL PTE. LTD Technical Director Nokia Solutions And NetworksHoldings Singapore Pte. Ltd Project Manager	Senior Project Management Officer, OneConnect Financial Technology (Singapore) Co. Pte. Ltd	None	None	None	None
Director	R.O.C.	Golden Intelligence AI Investment Co., Ltd.	NA	2025.06.30	1 Years	2025.06.30	2,000	0	12,429,600	9.59	0	0	0	0	Education: Tamkang University (Private) Graduate Institute of Finance, Feng Chia University (Private) Department of Economics	Ji-Haw Industrial Co., Ltd. Investment Director	None	None	None	None

Title	Nationality or Place of Registration	Name	Gender and Age	Date of Election (Appointment)	Term of office	Date of initial election	Shareholding when elected		Current Shareholding		Current Shareholding of Spouses and Minor Children		Shareholding in the Name of Others		Principal Work Experience and Academic	Position(s) Held Concurrently in the Company/in Any Other Company	Other Supervisors, Directors or Supervisors Who Are Spouses, or Relatives Within the Second Degree of Kinship			Remarks
							No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship	
		(Note1) Corporate Representative: Chia-Ling Chang	Female 31~40	2025.06.30		2025.06.30	0	0	0	0	0	0	0	0	Experience Elitegroup Computer Systems Co., Ltd. / M&A Manager Chung Sheng Capital Management Consulting Co., Ltd. / Investment Manager					
Independent director	R.O.C.	En-Guo Wang	Male 51~60	2023.06.29	3 Years	2023.06.29	2,000	0	0	0	0	0	0	0	Education: Master's in Regional Economics, Jinan University, Guangzhou Experience :Vice Chairman of KORYO ELECTRONICS CO., LTD. Vice Chairman of TECO IMAGE SYSTEMS CO., LTD. Director of ProMOS Independent Director of ENERGY MOANA TECHNOLOGY CO., LTD.	Chairman of Tianda Consulting & Advisory Co., Ltd. Chairman of Fuguo Network Live Streaming Co., Ltd. Chairman of Xinben Investment Co., Ltd. Chairman of Nanchang Lingguang Technology Co., Ltd. Director of Wuxi Lingguang Technology Co., Ltd. Director of Shengyukang Technology Co., Ltd.	None	None	None	None
Independent director	R.O.C.	Xin-Jie Gong	Male 41~50	2023.06.29	3 Years	2023.06.29	0	0	0	0	0	0	0	0	Education: Master of Laws, University of Minnesota Law School, USA Department of Law, Legal Studies Division, National Chengchi University Experience : Partnership Lawyer, Chien Yeh Law Offices	Independent Director of Fuyu Enterprise Co., Ltd. Managing Attorney at Huanqun Business Law Firm Director of Longhe Enterprise Management Consulting Co., Ltd.	None	None	None	None
Independent director	R.O.C.	Tzu-Chi Wu (Note 1)	Male 51~60	2025.06.30	1 Years	2025.06.30	0	0	0	0	0	0	0	0	Education: Shih Chien University / Department of Accounting, Experience Cheng Feng CPAs / Audit Department Manager Global View Technology Co., Ltd. / Independent Director	Kangchu CPAs / Managing Partner Director of Songyu Financial Consulting Co., Ltd. Independent director of Xinxun Technology Co., Ltd. Independent Director of Fuyu Enterprise Co., Ltd. Independent director of Haibo Te Co., Ltd.	None	None	None	None

Note 1: Assumed office after being elected at the shareholders' meeting on June 30, 2025.
Note 2: If the chairman of the board of directors and the general manager or a person with a similar position (top manager) are the same person, spouses or first-degree relatives of each other, the reasons, rationality, necessity and countermeasures should be explained: None.

2. Major shareholders of the corporate shareholder:

May 2, 2026

Name of corporate shareholder	Major shareholders of the corporate shareholder
Golden Intelligence AI Investment Co., Ltd.	Zhiyin Future Technology LP (90.91%)
	Wen-Wei Chen (9.09%)

3. Major shareholders when the principal shareholder is a legal entity.：

May 2, 2026

Name of corporate shareholder	Major shareholders of the corporate shareholder
Zhiyin Future Technology LP	Tekcore Optoelectronics Technology Co., Ltd. (39.73%)、Li Qing (13.25%)、Li Cheng (13.25%)、Lin Hsuan-Yu (12.58%)、Lin Wei-Hong (11.59%)、Lin Ting-jun (8.28%)、Zhong Mingrong (0.66%)、Yuansheng Investment International Co., Ltd. (0.66%)

4.Disclosure of professional qualifications of directors and independence of independent directors:

May 2, 2026

Criteria / Name	Professional qualifications and experience	Situation of Independence	Number of other public companies in which the individual is concurrently serving as an independent director
Hao-Ji Shi	1. Please refer to "I. (I) 1. Profile of Directors' Information" (Pages 7 to 9) of the Annual Report for the professional qualifications and experience of directors. 2.The matters stipulated in all paragraphs of Article 30 of the Company Act do not describe the directors. (Note 1)	Not applicable	0
Bai-Hu Zeng			0
Chao-Yang He			0
Chen Guo			0
Golden Intelligence AI Investment Co., Ltd. Corporate Representative: Chia-Ling Chang			0
En-Guo Wang		All indepedent directors meet the following conditions: 1. Complies with the requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission. 2. The person, person's spouse, or relative within the second degree of kinship (or using the name of others) do not hold any common shares of the Company. 3. The remuneration received for providing business, legal, financial, or accounting services to the Company or its affiliated enterprises in the most recent 2 years.	0
Xin-Jie Gong			1
Tzu-Chi Wu			3

Note 1: A person who falls under any of the following circumstances shall not be allowed to act as a manager. If they already act as a manager, they shall be automatically dismissed:

1.Has committed an offense as specified in the Organized Crime Prevention Act and subsequently has been adjudicated guilty by a final judgment, and has not started serving the sentence, has not completed serving the sentence, or the time elapsed after completion of serving the sentence, expiration of the probation is less than five years, or receiving a pardon is less than five years.
2.Has committed an offense involving fraud, breach of trust, or misappropriation and subsequently has been punished with imprisonment for a term of more than one year by a final judgment, and has not started serving the sentence, has not completed serving the sentence, or the time elapsed after completion of serving the sentence, expiration of the probation is less than five years, or receiving a pardon is less than two years.
3.Has been adjudicated guilty by a final judgment for committing offenses under the Taiwan Anti-Corruption Act, and has not started serving the sentence, has not completed serving the sentence, or the time elapsed after completion of serving the sentence, expiration of the probation is less than five years, or receiving a pardon is less than two years.
4.Has been adjudicated bankrupt or the court has declared a liquidation process in connection with such Director, and such Director has not been reinstated.
5.The use of the bill has not yet expired after being rejected.
6.Incapacitated or with limited capacity.
7.The declaration of assistantship has not yet been revoked.

Note 2: 1. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.
2. Does not concurrently serve as an independent director in more than 3 other public companies.
3. The person does not meet the following conditions in the two years prior to the term of office and during the term of office:
(1)An employee of the Company or any of its affiliates.
(2)A director or supervisor of the Company or its affiliates.
(3)A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the company or ranks as one of its top ten shareholders.
(4)A spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship of a manager in (1) or personnel in (2) and (3).
(5)Director, supervisor or legal shareholder who directly holds more than 5% of the total issued shares of the Company, in the top five for shareholdings, or appointed a representative as a director or supervisor of the Company in accordance with Paragraph 1 or 2, Article 27 of the Company Act.
(6)More than half of the company directors or voting shares are directors, supervisors or employees of other companies controlled by the same person.
(7)A director, supervisor, or employee of the Bank that is the same person or spouse as the chairperson, president or equivalent positions of the Company.
(8)Director, supervisor, manager or shareholder holding more than 5% of the shares of a company or institution with financial or business dealings with the Company.
(9)A professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that audited or provided commercial, legal, financial, or accounting services for total compensation not exceeding NT$500,000 in the most recent two years to the company or to any affiliate of the company, or a spouse thereof. However, this does not apply to those who serve as members of the Company's Remuneration Committee.

5. Board Diversity and Independence:

(1)Board Diversity:

Based on the Company's diversity policy, the strengthening of corporate governance, and the promotion of sound development in the composition and structure of the Board of Directors, the nomination of director candidates is conducted in accordance with the candidate nomination system stipulated in the Company's Articles of Incorporation. Each candidate’s academic and professional qualifications, professional background, integrity, and relevant professional qualifications are evaluated. After approval by the Board of Directors, the candidates are submitted to the shareholders’ meeting for election. In addition to the principle that the number of directors concurrently serving as company managers should not exceed one-third of the board seats, the composition of the Board also formulates appropriate diversity policies based on its operational needs, business model, and development requirements, including but not limited to the following:

(A) Basic conditions and values: gender, age, nationality, and culture.

(B) Professional knowledge and skills: operational judgment, business management capabilities, leadership and decision-making abilities, crisis management skills, product knowledge, and an international market perspective.

(C) Professional background: technology industry, financial investment, financial accounting, and technical research.

The specific goals and achievement of the Company's diversification policies are as follows:

Management objectives	Achievement
It is advisable that directors concurrently serving as company officers not exceed one-third of the total number of the board members	Achieved
The Independent Director has not served more than three consecutive terms.	Achieved
Possesses sufficiently diverse professional knowledge, skills, and backgrounds.	Achieved
Independent directors constitute no less than one-third of the total	Achieved

seats on the Board of Directors.	
At least one female director on the Board of Directors (reaching 12.5%).	Achieved

(2)If the number of directors of one gender on the Board of Directors of a TWSE/TPEx listed company is less than one-third of the Board, the reasons and measures planned to be taken to improve the gender diversity of directors shall be stated:

(A) Current status description

The Company's Articles of Incorporation stipulate that the Board of Directors shall consist of 7 to 9 directors. At the annual shareholders' meeting held on June 29, 2023, 7 directors (including 3 independent directors) were elected for the current term. At the 2025 annual shareholders' meeting, two directors were elected, and in July 2025, one independent director resigned. As of the publication date of the annual report, the Board consists of 8 directors (including 3 independent directors), including one female director.

(B) Planning and implementing measures

The Company values gender equality in the composition of its Board of Directors and aims to increase the number of female directors. Going forward, the Company will actively seek female talents with professional expertise, leadership experience, and an international perspective to join the Board, in order to enhance corporate governance effectiveness and implement the Board diversity policy.

(3)Board independence: The company's board of directors consists of 8 directors with diverse professional backgrounds, including 3 independent directors and 5 directors; there are no spousal relationships or family relationships within the second degree of kinship among board members, in compliance with Paragraph 3 of Article 26-3 of the Securities and Exchange Act.

(4)Implementation of the board diversity policy is as shown in the following table:

Criteria / Name	Title	Country	Gender	An employee	Terms of service of the independent director			Professional knowledge and skills						Professional backgrounds				Remarks
					Under 3 years	3-9 years	More than 9 Years	Ability to make operational judgments	Ability to conduct management administration	Ability to lead	Ability to conduct crisis management	Product knowledge	An international market perspective	Technology industry	Financial investment	Financial accounting	Technical research	Number of other public companies in which the individual is concurrently serving as an independent director
Hao-Ji Shi	Chairman	ROC	M	✓	Not applicable.			✓	✓	✓	✓	✓	✓		✓	✓		0
Bai-Hu Zeng	Director		M					✓	✓	✓	✓	✓	✓	✓				0
Chao-Yang He	Director		M					✓		✓	✓	✓	✓	✓				0
Chen Guo	Director	SG	M					✓	✓	✓	✓	✓	✓	✓			✓	0
Golden Intelligence AI Investment Co., Ltd. Corporate Representative: Chia-Ling Chang	Director	ROC	F	✓				✓	✓	✓	✓	✓	✓		✓			0
En-Guo Wang	Independent director	ROC	M		✓			✓	✓	✓	✓	✓	✓	✓	✓			0
Xin-Jie Gong			M		✓			✓	✓	✓	✓	✓	✓	✓				1
Tzu-Chi Wu			M		✓			✓	✓	✓	✓		✓		✓	✓		3

(II) General manager, vice presidents, assistant vice presidents, and supervisors of various departments and branches:

May 2, 2026
(Book closure date of the annual general shareholders' meeting)

Title	Country	Name	Gender	Date of Election (Appointment)	Shareholding		Shareholding of Spouses and Minor Children		Shareholding in the Name of Others		Principal Work Experience and Academic	Position(s) Held Concurrently in the Company/in Any Other Company	Company Officers Who Are Spouses or Relatives Within the Second Degree of Kinship			Remarks **(Note 1)**
					No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship	
Acting General Manager	R.O.C.	Jess Lin	Male	2023.07.19	0	0	0	0	0	0	Education: MBA, Hawaii Pacific University Experience: Director of Ji-Haw Business Division, Special Assistant to the General Manager, and COO	None	None	None	None	None
Deputy General Manager, General Management Office	R.O.C.	Wen-Wei Chen	Male	2023.07.19	9,000	0.007	0	0	0	0	Education: Department of Accounting, Soochow University Experience: Assistant Vice President of Finance, FALCON MACHINE TOOLS CO., LTD Manager of Audit Department, KPMG Taiwan	Director of Ji-Haw Artificial Intelligence Technology (Kunshan) Co., Ltd. Director of Ji-Haw Opto-Electrical (Kunshan) Co., Ltd. Director of CHINTEK INC. Director of Emergence A.I Co., Ltd. Supervisor of Heph A.I Studios Technology Co., Ltd. Supervisor of Jin-Zuan Semiconductor Investment Co., Ltd. Supervisor of SHAN YI Investment Co., Ltd. Chairman of Golden Intelligence AI Investment Co., Ltd.	None	None	None	None
Deputy General Manager of the Sales Department	R.O.C.	Xiang-Lin She	Male	2024.10.01	0	0	0	0	0	0	Education: Bachelor's Degree in Civil Engineering, Feng Chia University Experience: Senior AVP of Sales, South China Region, Yageo Corporation	None	None	None	None	None
Accounting Officer and Corporate Governance Officer	R.O.C.	Chen Po Rong	Male	2023.06.12	0	0	0	0	0	0	Education: Master’s in Accounting and Finance, Donghua University Experience: Group Leader, Audit Department, Deloitte Touche Tohmatsu Limited Finance Director, Jean Cultural & Creative Co., Ltd.	Supervisor of Ji-Haw Artificial Intelligence Technology (Kunshan) Co., Ltd. Supervisor of CHINTEK INC. Supervisor of Emergence A.I Co., Ltd.	None	None	None	None
Associate Vice President, General Management Office	R.O.C.	Lai Tsung-Yen	Male	2026.01.12	5,000	0.004	0	0	0	0	Education：Master’s in Accounting from National Taipei University Experience：Financial Officer (CFO) of Kimshin Precision Industrial Co., Ltd.	None	None	None	None	None

Note 1: If the chairman of the board of directors and the general manager or a person with a similar position (top manager) are the same person, spouses or first-degree relatives of each other, the reasons, rationality, necessity and countermeasures should be explained: None.

II.Remuneration paid to directors, president, and vice presidents in the most recent year:

(I) Remuneration to general directors and independent directors:

Unit: NT$ thousand

Title	Name	Remuneration to directors								The sum of A, B, C and D as a percentage of net loss after tax		Remuneration received as company part-time employee								The sum of A, B, C, D, E, F and G as a percentage of net profit after tax		Remuneration received from investees other than subsidiaries or parent company
		Remuneration (A)		Severance pay and pension (B)		Directors' Remuneration (C)		Business execution expenses (D)				Salaries, bonuses and allowances (E)		Severance pay and pension (F)		Remuneration to employees (G)						
		The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company		All companies included in the financial report		The Company	All companies included in the financial report	
																Amount in cash	Amount in stock	Amount in cash	Amount in stock			
Chairman	Hao Ji Shi	840	1,080	0	0	0	0	50	50	890 -0.30%	1,130 -0.39%	2,812	2,812	0	0	0	0	0	0	3,702 -1.26%	3,942 -1.35%	None
Director	Chao-Yang He	600	600	0	0	0	0	45	45	645 -0.22%	645 -0.22%	0	0	0	0	0	0	0	0	645 -0.22%	645 -0.22%	None
Director	Bai-Hu Zeng	600	600	0	0	0	0	45	45	645 -0.22%	645 -0.22%	0	0	0	0	0	0	0	0	645 -0.22%	645 -0.22%	None
Director	Chen Guo	600	600	0	0	0	0	25	25	625 -0.21%	625 -0.21%	0	0	0	0	0	0	0	0	625 -0.21%	625 -0.21%	None
Director	Golden Intelligenc AI Investment Co., Ltd. Corporate Representa ive: Chia-Ling Chang (Note 3)	0	0	0	0	0	0	30	30	30 -0.01%	30 -0.01%	656	656	40	40	0	0	0	0	726 -0.25%	726 -0.25%	None
Independent director	En-Guo Wang (Note 1)	1,025	1,025	0	0	0	0	50	50	1,075 -0.37%	1,075 -0.37%	0	0	0	0	0	0	0	0	1,075 -0.37%	1,075 -0.37%	None
Independent director	Xin-Jie Gong	600	600	0	0	0	0	45	45	645 -0.22%	645 -0.22%	0	0	0	0	0	0	0	0	645 -0.22%	645 -0.22%	None
Independent director	Tsai-Fu Lin (Note 2)	345	345	0	0	0	0	20	20	365 -0.12%	365 -0.12%	0	0	0	0	0	0	0	0	365 -0.12%	365 -0.12%	None
Independent director	Tzu-Chi Wu (Note 3)	302	302	0	0	0	0	30	30	332 -0.11%	332 -0.11%	0	0	0	0	0	0	0	0	332 -0.11%	332 -0.11%	None

1. Please describe the remuneration policies, systems, standards, and structures for independent directors, and their linkage to the amount of remuneration based on factors such as responsibilities, risks, and time invested:

   The Company's remuneration payment policy for directors is stipulated in the Articles of Incorporation. Remuneration to the president and vice president is handled according to the Company's Labor and Wage Cycle Rules According to Articles of Incorporation, the Company shall set aside 1% to 5% of the annual profit, if any, as remuneration to directors and supervisors. However, earning shall first be used to make up for accumulated losses. The performance evaluation and remuneration to directors and company officers shall be based on the usual standards of the industry, while taking into account the reasonableness of the linkage to the individuals performance, performance evaluation results and the Company's operating performance and future risks.
2. Other than the disclosure in the above table, remunerations to the directors for providing services (such as serving as a consultant to the non-employees of the parent company/all companies listed in the financial statements/reinvested enterprises, etc.) in the most recent year: None.

Note 1: En-Guo Wang serves as the Chairman of the Compensation, Audit, and Sustainability Committees as an Independent Director.
Note 2: Tsai-Fu Lin was elected as an independent director at the shareholders' meeting on June 28, 2024 , and resigned effective July 31, 2025.
Note 3: Elected at the shareholders' meeting on June 30, 2025.

(II) Remuneration to President and Vice Presidents:

Unit: NT$ thousand

Title	Name	Salary (A)		Severance pay and pension (B)		Bonuses and allowances (C)		Remuneration to employees (D)				The total of items A, B, C, and D as a percentage of the net loss after tax		Remuneration received from investees other than subsidiaries or parent company
		The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company		All companies included in the financial report		The Company	All companies included in the financial report	
								Amount in cash	Amount in stock	Amount in cash	Amount in stock			
Acting General Manager	Jess Lin	2,369	2,369	108	108	147	147	0	0	0	0	2,624 0.90%	2,624 0.90%	None
Vice President	Chen Wen Wei	1,800	1,920	108	108	306	306	0	0	0	0	2,214 0.76%	2,334 0.80%	None
Vice President	She Xiang-Lin	1,790	1,790	108	108	28	28	0	0	0	0	1,926 0.66%	1,926 0.66%	None

(III) Compensation of the top five highest-paid executives in listed and over-the-counter companies (individual disclosure of names and compensation methods)

Unit: NT$ thousand

Title	Name	Salary (A)		Severance pay and pension (B)		Bonuses and allowances (C)		Remuneration to employees (D)				The total of items A, B, C, and D as a percentage of the net loss after tax		Remuneration received from investees other than subsidiaries or parent company
		The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company		All companies included in the financial report		The Company	All companies included in the financial report	
								Amount in cash	Amount in stock	Amount in cash	Amount in stock			
Acting General Manager	Jess Lin	2,369	2,369	108	108	147	147	0	0	0	0	2,624 0.90%	2,624 0.90%	None
Vice President	Wen-We Chen	1,800	1,920	108	108	306	306	0	0	0	0	2,214 0.76%	2,334 0.80%	None
Chief Strategy Officer (Note1)	Yu-Jui Wu	1,927	1,927	86	86	144	144	0	0	0	0	2,157 0.74%	2,157 0.74%	None
Vice President	She Xiang-Lin	1,790	1,790	108	108	28	28	0	0	0	0	1,926 0.66%	1,926 0.66%	None
Finance and Corporate Governance Director	Bo-Rong Chen	1,349	1,409	79	79	231	231	0	0	0	0	1,659 0.57%	1,719 0.59%	None

Note 1: Resigned on October 17, 2025.

(IV)Names of managers assigned with employee remuneration and distribution:

Unit: NT$ thousand

	Title	Name	Amount in stock	Amount in cash	Total	Total and its proportion to net loss after tax (%)
Company officers	General Manager	Jess Lin	0	0	0	0
	Vice President	Wen-Wei Chen				
	Vice President	Xiang-Lin She				
	Chief Strategy Officer(Note2)	Yu-Jui Wu				
	Accounting Officer and Corporate Governance Officer	Po-Rong Cheng				

Note1 : The company does not plan to distribute employee bonuses for year 2025 due to covering losses.
Note2 : Resigned on October 17, 2025.

(V) Compare the percentage of after-tax net profit on the standalone and consolidated financial statements distributed by the Company and All Consolidated Entities as remuneration to the Company's directors, supervisors, president, and vice presidents in the most recent two years, and describe the policy, standard, and composition of remuneration, procedures to determining remuneration, and the connection to business performance and future risks.

1.Amount of remuneration to the Company's directors, supervisors, president, and vice presidents in the most recent two years as a percentage of after-tax net profit is analyzed as follows:

Year / Identity	Ratio of the total amount to net income after tax			
	2024		2025	
	The Company	All Consolidated Entities	The Company	All Consolidated Entities
Director	2.99%	3.09%	2.98%	3.07%
President and vice presidents	2.13%	2.18%	2.32%	2.36%

2.Remuneration policy, standard, and package:

(1)For the Company's directors' remuneration, according to Article 19 of the Company's Articles of Incorporation, if the Company was profitable during the year, no more than 1% of the profit may be allocated as remuneration for directors.

(2)Directors receive a fixed transportation allowance based on their attendance in Board of Directors or Functional Committee meetings.

(3)The remunerations to the president and vice presidents are determined based on industry standards and position's scope of authority and responsibility in the Company. Reasonable bonuses and employee bonuses are given based on the Company's profits, individual work performance, and contribution to the Company's business goals, in order to encourage and retain talent.

3.Procedure for determining remuneration:

Remuneration of directors, president, and vice presidents (including employee bonuses, salary raises, and non-fixed bonuses) must be reviewed by the Remuneration Committee and submitted to the Board of Directors for approval.

4.The connection to operating performance and future risk:

(1)The review of the payment standards and systems of the Company's remuneration policy is primarily based on the overall operating status of the Company. It considers performance achievement rates and contributions to determine payment standards, aiming to enhance the overall organizational effectiveness of the Board of Directors and the management department. We also refer to industry salary standards to ensure that the Company's management remuneration is competitive in the industry so as to retain outstanding management talents.

(2) The President and Vice President remunerations provided by the Company includes long-term bonuses, which are in the form of restricted share awards. It is not paid in full in the current year of earnings, and its actual value is related to profitability, which shares future business risks with the Company.

(3)The remuneration of directors already takes into consideration the Company's business goals, financial position, and the duties of directors.

(4)The remuneration of the president and vice presidents already takes into consideration their professional abilities, the Company's business performance, financial position, and their duties.

(5) Important decisions made by the Company's managers give consideration to various risk factors. The performance of important decisions reflects on the Company's profitability, and is further connected to the remuneration to managers. In other words, the remuneration of directors, president, and vice presidents is connected to their performance in managing future risks.

III.Implementation of Corporate Governance

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

In the most recent year (2025), the Board of Directors has held 8 meetings “ A “, and the attendance of directors is as follows:

Title	Name	Actual attendance rate “B”	Attendance by proxy	Attendance rate in person (%) “B/A”	Remarks
Chairman	Hao-Ji Shi	8	0	100	
Director	Bai-Hu Zeng	8	0	100	
Director	Chao-Yang He	8	0	100	
Director	Chen Guo	5	3	62.5	
Director	Golden Intelligence AI Investment Co., Ltd. Corporate Representative: Chia-Ling Chang	6	0	100	Newly elected on Jun 30, 2025., 6 attendances expected in 2025
Independent director	En-Guo Wang	8	0	100	
Independent director	Xin-Jie Gong	7	1	87.5	
Independent director	Tsai-Fu Lin	3	0	100	Resigned on July 31, 2025. 3 attendances expected in 2025
Independent director	Tzu-Chi Wu	6	0	100	Newly elected on Jun 30, 2025., 6 attendances expected in 2025

Other information required:

I. In cases where the operation of the Board of Directors involves any of the following situations, the date of the Board meeting, the term, the agenda, the opinions of all independent directors, and the company’s handling of these opinions should be described:

(I) Under Article 14-3 of the Securities Transaction Law: No such situations have occurred. The Company has established an Audit Committee. Therefore, Article 14-3 is not applicable. Concerning the provisions of Article 14-5 of the Securities and Exchange Act, please refer to the operating status of the Audit Committee (Pages 23 to 26).

(II) Apart from the above, other Board resolutions opposed or reserved by independent directors and recorded or stated in written statements: On July 17, 2025, a proposal was submitted to the Board of Directors to extend the financing credit line agreement with Taichung Commercial Bank. The then independent director, Mr. Tsai-Fu Lin (who resigned on July 31, 2025), submitted a statement to the Board expressing reservations about the proposal.

II. In the case of directors abstaining from voting on related party transactions due to conflicts of interest, the name of the director, the content of the agenda, the reasons for abstention due to conflict of interest, and the participation in voting should be detailed.

Date of Meeting	Directors to be recused	Proposal Content	Reason for recusal	Participation in voting
2025. 10.15	Golden Intelligence AI Investment Co., Ltd. Corporate Representative: Chia-Ling Chang	To determine the pricing date, issuance price, and capital increase record date and other related matters for the Company’s first private placement of cash capital increase through the issuance of common shares in 2025.	The director who must recuse himself is the subscriber in this case.	Sidestepped from the discussion or voting.
2025. 11.13	Hao-Ji Shi Golden Intelligence AI	1.Proposal to set the capital increase record date and the list of recipients and quantities for the	The recused director is the recipient in this case.	Sidestepped from the discussion or voting.

	Investment Co., Ltd. Corporate Representative: Chia-Ling Chang	issuance of the 113th fiscal year restricted employee shares. 2.Proposal regarding the issuance date, exercise price, and the list of recipients and quantities for the 113th fiscal year employee stock option certificates.		
2025.12.31	Hao-Ji Shi Golden Intelligence AI Investment Co., Ltd. Corporate Representative: Chia-Ling Chang	Proposal for the distribution of year-end bonuses for the Company's Chairman, employee-status directors, and managers.	The recused director is the recipient in this case.	Sidestepped from the discussion or voting.

III. TWSE/TPEx listed companies shall disclose the cycle and period, scope, method, and content of self evaluations of the Board of Directors:

(I) The performance evaluation indicators for individual board members, the board of directors, and functional committees of the company take into account overall operations and needs. The "Board Performance Evaluation Measures" are formulated and submitted to the Compensation Committee for review, and implemented after being reported to and approved by the Board of Directors.

(II) According to the "Board Performance Evaluation Measures," an internal performance evaluation of individual directors, the Board of Directors, and functional committees is conducted once every year. Every three years, an external independent professional institution or a team of external experts and scholars conducts an evaluation and prepares an external assessment analysis report. The report is submitted to the Compensation Committee for discussion before the end of the first quarter of the following year, and is then reported to the functional committees and the Board of Directors as a reference for continuously strengthening the Board's functions, and is disclosed on the company's official website for investors' reference.

Evaluation cycle	evaluation period	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
self-evaluation	Executed once per year	2025.01.01~2025.12.31	Board of Directors	Internal self-evaluation of the Board of Directors "Self-Evaluation Questionnaire for Board Performance Evaluation"	A. Participation in the Company's operations B. Improvement of the quality of the Board's decision-making C. Composition and structure of the Board of Directors D. Election and continuing education of directors E. Self-evaluation of the overall performance of the Board of Directors
			Individual Board members	Board member's self-evaluation "Self-Evaluation Questionnaire for Director Performance Evaluation"	A. Alignment of the Company's goals and missions B. Awareness of the duties of a director C. Participation in the Company's operations D. Internal relationship management and communication E. Directors' professionalism and continuing education F. Internal control
			Functional committees (Audit Committee, Compensation Committee and	Self-evaluation of functional committees "Self-Evaluation Questionnaire	A. Participation in the Company's operations B. Awareness of the duties of the functional committee C. Improvement of the decision-making quality of functional

			Sustainability Committee)	for Performance of Functional Committees"	committees D. Composition of the functional committee and election of its members E. Internal control
External evaluation	Performed once every three years	2025.01.01~2025.12.31	Board of Directors / Functional Committee Operations and Board Members	video interview	Commission Chengyi Management Consulting Co., Ltd. to conduct the external evaluation of the operation of the Board of Directors/functional committees and the performance of Board members for the 2025 fiscal year.

(III) Outcome of Assessment :

1.self-evaluation：The overall board self-evaluation average score is 4.71, and the individual directors' performance self-evaluation average score is 4.78; all directors gave positive evaluations, indicating that the overall board operation is sound. The Remuneration Committee's performance self-evaluation average score is 4.84, the Audit Committee's performance self-evaluation average score is 4.94, and the Sustainability Development Committee's performance self-evaluation average score is 4.91; this shows that the functional committees operate well and are able to fully perform their functions. (All scores are out of a maximum of 5 points.)

2. After evaluation, it is considered that the company's board of directors has, in all respects, formulated relevant policies and procedures for board operations in accordance with applicable laws and domestic corporate governance indicators. The board of directors is composed of directors with relevant professional capabilities and assigns work based on different expertise and experience. The functions of the board and each functional committee operate effectively, and the evaluation result is excellent.

IV. Assessment of goals and implementation for enhancing the functions of the Board of Directors in the current and recent fiscal years (such as establishing an Audit Committee, improving information transparency, etc.):

(I) The company has established audit, remuneration, and sustainability development committees to perform supervisory duties and achieve the goal of strengthening the functions of the board of directors.

(II) The company's board members actively participate in the operation of the board, and in 2025 the overall attendance rate of all directors reached 93.65%.

(III) To enhance information transparency and safeguard shareholders' rights and interests, our company website periodically updates relevant information such as corporate governance and important board resolutions.

(IV) To ensure that the risks borne by directors and managers in the performance of their duties are adequately protected, the Company purchases "Directors, Supervisors and Key Officers Liability Insurance" for its directors and managers every year.

(V) The 2025 Board of Directors and functional committees performance evaluation results were submitted to the functional committees and the Board of Directors on December 31, 2025, and are used as a reference for director compensation and nomination for reappointment.

(VI) Our company's directors undertake periodic continuing education each year to enhance their knowledge. In 2025, all directors met the required training hours, with total training hours reaching 57 hours.

(II) Operation of the Audit Committee:

In the most recent fiscal year (2025), the Audit Committee held 8 meetings 【A】, and the attendance of independent directors was as follows:

Title	Name	Actual number of attendances 【B】	Attendance by proxy	Actual attendance rate (%) 【B/A】	Remarks
Independent director	En-Guo Wang	8	0	100	
Independent director	Xin-Jie Gong	7	1	87.5	
Independent director	Tsai-Fu Lin	3	0	100	Resigned on July 31, 2025. 3 attendances expected in 2025
Independent director	Tzu-Chi Wu	6	0	100	Newly elected on Jun 30, 2025., 6 attendances expected in 2025

Other information required:

I. Summary of the Audit Committee's key work items: The Audit Committee is formed by 3 independent directors (refer to “I. (1) 1. Director Information on pages 7 to 9 of the Annual Report for the directors' professional qualifications and experience) and assists the Board of Directors in supervising the Company's quality and integrity with respect to accounting, audit, financial reporting procedures, and financial controls. Matters reviewed by the Audit Committee mainly include:

(I) Establishing or amending the internal control system according to Article 14-1 of the Securities and Exchange Act.

(II) Evaluation of the effectiveness of internal control policies.

(III) Establishment or amendments to asset acquisition/disposal procedures, derivative trading procedures, procedures on loans to others, endorsement and guarantee procedures, and other procedures of major financial consequences as specified in Article 36-1 of the Securities and Exchange Act.

(IV) Matters concerning the personal interests of directors.

(V) Major asset transactions or derivatives trading.

(VI) Material loans, endorsements, or guarantees.

(VII) Raising, issuance, or private placement of equity-type securities.

(VIII) Appointment, dismissal, or compensation of CPAs.

(IX) Appointment and dismissal of financial, accounting, or internal audit supervisors.

(X) Annual financial statements and quarterly financial statements signed or sealed by the Chairperson, managerial personnel and accounting officers.

(XI) Other important matters provided in the regulations of the Company or the competent authority.

II. Where any of the following circumstances occurs with respect to the operations of the Audit Committee, the date on which the Audit Committee holds a meeting, the session, the details of the motions, the dissenting or qualified opinions, or details of major suggestions by independent directors, the resolutions from the Audit Committee, and the Company's measures in accordance with the Audit Committee's recommendations, shall be specified.

(I) Items specified in Article 14-5 of the Securities and Exchange Act: See the table below for details.

<table>
<tr><th>Date</th><th>Term</th><th>Proposal Content</th><th>Opposition, reservation of opinions, or significant proposal content by independent directors</th><th>Audit Committee resolution results</th><th>Company’s handling of the Audit Committee’s opinions</th></tr>
<tr><td>2025.
03.12</td><td>2nd Term, 15th Meeting</td><td>1. Proposal for the 2024 Annual Business Report and Financial Statements.
2. Proposal for the appropriation of losses for 2024.
3. Evaluation of the Effectiveness of the Company's Internal Control System and the "Statement on Internal Control System" Proposal.
4.Draft amendments to certain provisions of the Articles of Incorporation.
5.Evaluation of the Independence and Competence of the Auditing Certified Public Accountants for the Financial Reports, and Proposal for the Appointment of the Auditing Certified Public Accountants for the 2025 Financial Statements.</td><td>None</td><td rowspan="2">All attending members unanimously approved.</td><td rowspan="2">All attending directors unanimously approved.</td></tr>
<tr><td>2025.
05.13</td><td>2nd Term, 16th Meeting</td><td>1.Proposal for the Consolidated Financial Statements for the First Quarter of 2025.
2.Proposed to discontinue the private placement of common shares approved by the 2024 extraordinary shareholders’ meeting.
3.Proposal to conduct a private placement of common shares.
4.Amendment to certain provisions of the “2024 Employee Stock Option Certificate Issuance and Subscription Plan” proposal.
5.Draft proposal to add and amend provisions of the “Internal Control System” and the “Internal Audit Implementation Guidelines”.
6.Resolution to establish the company’s “Regulations Governing Financial and Business Transactions Between Related Parties” and to abolish the “Procedures for Transactions Among Group Enterprises, Specific Companies, and Related Parties”.
7.This company provides an endorsement and guarantee for its wholly owned subsidiary, CHINTEK INC.</td><td>None</td></tr>
<tr><td>2025.
07.17</td><td>2nd Term, 17th Meeting</td><td>1.Our company proposes to enter into an extension of the financing credit line with Taichung Commercial Bank.</td><td>Independent director Tsai-Fu Lin has reservations regarding this case.</td><td>One committee member reserved opinion; the other three committee members agreed to submit it to the board for discussion.</td><td>One director expressed a dissenting opinion; the remaining seven directors agreed, and the proposal was approved.</td></tr>
<tr><td>2025.
08.11</td><td>2nd Term, 18th</td><td>1.Proposal for the consolidated financial statements for the second quarter of 2025.
2.Draft amendments to the provisions of the “Internal</td><td>None</td><td></td><td></td></tr>
</table>

<table>
<tr><td></td><td>Meeting</td><td>Control System” and the “Internal Audit Implementation Rules.”</td><td></td><td rowspan="5">All attending members unanimously approved.</td><td rowspan="5">All attending directors unanimously approved.</td></tr>
<tr><td>2025.10.15</td><td>2nd Term, 19h Meeting</td><td>1.To establish the pricing date, issuance price, and capital increase record date, among other related matters, for the Company’s first private placement of cash capital increase through the issuance of common shares in 2025.</td><td>None</td></tr>
<tr><td>2025.11.13</td><td>2nd Term, 20th Meeting</td><td>1.Proposal for the consolidated financial statements for the third quarter of 2025.
2.Amendment to certain provisions of the “Insider Trading Prevention Management Measures” draft.
3.Ratification proposal for engaging a securities underwriter to issue an assessment opinion on the necessity and reasonableness of conducting a private placement of common shares in 2025.
4.Proposal to issue restricted employee shares for 2024, along with matters related to the list of non-manager employee recipients recommended by the Audit Committee and the corresponding quantities.
5.Proposal to issue the 2024 employee stock option certificates and matters related to the Audit Committee’s recommended list of non-managerial employee recipients and their allocated quantities.</td><td>None</td></tr>
<tr><td>2025.11.26</td><td>2nd Term, 21th Meeting</td><td>1.Our company intends to proceed with the issuance of a second domestic secured convertible corporate bond fundraising plan.
2.Our company’s sound operational plan proposal document.
3.Our company intends to enter into a financing agreement and a guaranteed credit facility for secured convertible corporate bonds with Sunny Bank.
4.This company newly provides an endorsement and guarantee for its subsidiary Jin-Zuan Semiconductor Investment Co., Ltd.
5.Our company’s additional capital loan to the subsidiary Jin-Zuan Semiconductor Investment Co., Ltd.</td><td>None</td></tr>
<tr><td>2025.12.31</td><td>2nd Term, 22th Meeting</td><td>1.Our company’s 2026 operational plan proposal.
2.2025 audit CPA service fee proposal.
3.Ratification of matters concerning the signing of the subsidy contract for the Ministry of Economic Affairs Industrial Upgrading and Innovation Platform Counseling Program (thematic R&D project) and the handling of credit facility approval related to performance guarantee with Mega International Commercial Bank.
4.The company’s 2026 internal audit plan proposal.</td><td>None</td></tr>
</table>

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

III、When there are recusals of independent directors due to conflicts of interests, names of the independent directors, contents of resolutions, reasons of recusal, and voting participation should be stated: None.

III. Communication between independent directors and the chief internal auditor and CPAs (must include material matters of communication, methods, results relating to the Company's financial position and business performance).

(I) Communication between independent directors and auditors

Date	Communication matters	Communication results
2025. 3.12	Report on the audit results of the 2024 financial report and consolidated financial report.	After discussion and communication, the independent directors had no objections.
2025. 5.13	Review results of the Q1 financial report for 2025.	
2025. 8.11	Review results of the Q2 financial report for 2025.	
2025. 11.13	Review results of the Q3 financial report for 2025.	

(II) Communication between the independent directors and the internal audit supervisor

1. The company's audit supervisor submits the previous month's audit report and deficiency tracking report by the end of each month, reporting on the internal audit execution and the operation of internal controls. Meetings can be convened at any time in case of significant irregularities.
2. The internal audit supervisor regularly reports to the Audit Committee on the annual audit plan and the execution of audit operations.
   Communication between the independent directors and the audit supervisor in 2025:

Audit Committee	Communication matters	Communication results
2025.03.12	Statement of Internal Control System for 2025	Passed without objection as proposed
2025.05.13	1.Internal audit business report. 2.Additions and revisions to the "Internal Control System" and the "Internal Audit Implementation Guidelines"	
2025.08.11	1.Internal audit business report. 2.Amendment to the "Internal Control System" and the "Implementation Guidelines for Internal Audit"	
2025.11.13	Internal audit business report.	
2025.12.31	2026 Internal Audit Plan.	

(III) State of corporate governance operations and any difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference:

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
I. Has the company established and disclosed its Corporate Governance Best-Practice Principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	V		The Company has formulated its "Corporate Governance Best Practice Principles" in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies", and disclose them on the Market Observation Post System and the Company's website.	None
II. Equity structure and shareholders' equity				
(I) Has the company formulated internal procedures regulated to handle shareholders' proposals, doubts, disputes, and litigation matters and have the procedures been implemented accordingly?	V		(I) The company has appointed a spokesperson and a deputy spokesperson responsible for handling and responding to shareholder suggestions, doubts, disputes, and litigation-related matters; the company has assigned staff to handle share affairs and has appointed the "Fubon Securities Co., Ltd. Stock Affairs Agency Department" to assist with related matters.	None
(II) Does the company possess a list of the company's major shareholders and a list of the ultimate controllers of its major shareholders?	V		(II) The Company monitors the list of ultimate controllers on an ongoing basis through disclosures of shareholding changes by insiders (directors, managerial officers, and shareholders holding 5% or more of the Company's shares) and the shareholder register provided by the stock transfer agent.	None
(III) Has the company established and implemented the risk control and firewall mechanisms between the affiliates?	V		(III) The company has established "Specific Company, Group Enterprises, and Related Party Transaction Procedures" and "Corporate Governance Practice Guidelines" within its internal control system, which clearly regulate transactions, personnel, assets, and finances between related enterprises, aiming to establish appropriate firewalls and risk management.	None
(IV) Has the company set up internal regulations to prohibit internal personnel from utilizing the undisclosed information to trade securities?	V		(IV) The Company has established the 'Regulations for the Prevention of Insider Trading,' which apply to all employees, managerial officers, directors, and any individuals who may have access to the Company's information due to their profession or control relationship. These regulations prohibit any conduct that may	None

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
			constitute insider trading. The Company conducts periodic awareness campaigns and has disclosed the regulations on its official website.	
III. Composition and Responsibilities of the Board of Directors (I) Has the board formulated a diversity policy, specific management objectives, and their implementation?	V		(I)To enhance corporate governance and promote a sound composition and structure of the Board of Directors, the Company has established the 'Corporate Governance Best Practice Principles,' which outline appropriate diversity policies for the Board's composition.In addition to the requirement that directors concurrently serving as managerial officers of the Company shall not exceed one-third of the total number of board seats, the Company also considers its operational model and development needs in formulating diversity policies, including but not limited to the following aspects: 1.Basic Attributes and Values: Gender, age, nationality, and culture. 2.Professional Knowledge and Skills: Business judgment, management capabilities, leadership and decision-making skills, crisis management, product knowledge, and international market insight. 3.Professional Background: Experience in the technology industry, financial investment, accounting and finance, and technical research. The company's board of directors consists of a total of 8 seats (including 3 independent directors). Independent directors account for 37.5%, and external directors account for 75%. All board members have diverse and complementary professional backgrounds. Among them, 1 seat is held by a female director. The specific management objectives and implementation status of the board diversity policy are detailed on page 14 of this annual report.	None

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
(II) Besides legally establishing a Compensation Committee and an Audit Committee, has the company voluntarily set up other types of functional committees?	V		(II) On January 30, 2024, the Company approved the establishment of the Sustainability Development Committee to fulfill corporate social responsibility, establish sound governance practices, align with international trends, and move toward the goal of sustainable operations.	None
(III) Has the company established a method for assessing board performance and its evaluation methods, conducting performance evaluations annually and regularly, reporting the results to the board, and using them for individual director compensation and nomination for reappointment?	V		(III)For implementing corporate governance and enhancing the functions of the company's board of directors, performance objectives have been established to strengthen the efficiency of board operations, and the "Board Performance Evaluation Measures" have been formulated. The board performance evaluation is conducted once a year; every three years, an external professional independent institution or external expert scholar team conducts an evaluation. The results of internal and external board performance evaluations shall be completed before the end of the first quarter of the following year. The internal board performance evaluation results for 2025 have been submitted to the functional committees and the board of directors as of December 31, 2025. In addition, in 2025, Cheng Yi Management Consulting Co., Ltd. was commissioned to conduct an external evaluation, and on December 31, 2025 issued the "External Evaluation Report on the Operation of the Board of Directors/Functional Committees and Performance of Board Members." Relevant recommendations and the company's planned measures have been submitted to the functional committees and the board of directors as of December 31,2025. The description of the execution results of the relevant internal and external board performance evaluations has been published on the company's official website.	None
(IV) Does the company regularly assess the independence of the certifying accountant?	V		(IV)The Board of Directors conducts an annual assessment of the auditors' independence based on the "Audit Quality Indicators (AQIs Note 1)" and the "Auditor Independence and Competence Evaluation Form," and prepares written records. The Company's signing auditors do not serve as	None

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">The State</th><th rowspan="2">Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>directors or independent directors of the Company, have no direct or material indirect financial interests, and are shareholders of the Company, nor do they receive any salary from the Company. In addition, there are no material differences between the appointed accounting firm and its peers in AQIs, and the independence of the signing auditors has been assessed as sound. The Company submitted the evaluation results regarding the independence and competence of the signing auditors to the Audit Committee and the Board of Directors on March 13, 2026, and the proposal was reviewed and approved.
Note 1:
<table>
<tr><th>Evaluation items</th><th>YES/NO</th></tr>
<tr><td>As of the most recent visa processing, there has been no case of not having a replacement within seven years.</td><td>YES</td></tr>
<tr><td>There is no material financial conflict of interest with the client.</td><td>YES</td></tr>
<tr><td>Avoid any inappropriate relationship with the client.</td><td>YES</td></tr>
<tr><td>Accountants should ensure that their assistants are truly honest, fair, and independent.</td><td>YES</td></tr>
<tr><td>The financial statements of the service organization within the first two years of practice may not be audited and certified.</td><td>YES</td></tr>
<tr><td>An accountant’s name may not be used by others.</td><td>YES</td></tr>
<tr><td>Does not hold shares in the company or its affiliated enterprises.</td><td>YES</td></tr>
<tr><td>There is no financial borrowing or lending relationship with this company or its affiliated companies.</td><td>YES</td></tr>
<tr><td>There is no relationship of joint investment or shared interests with our company or its affiliated companies.</td><td>YES</td></tr>
<tr><td>Does not concurrently hold regular employment at this company or its affiliated enterprises, and receives fixed remuneration.</td><td>YES</td></tr>
<tr><td>Does not involve management functions in decision-making by this company or its affiliates.</td><td>YES</td></tr>
</table></td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">The State</th><th rowspan="2">Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td><table><tr><td>Not engaged in other businesses that may compromise its independence.</td><td>YES</td></tr><tr><td>There is no spousal relationship or familial relationship within the second degree of kinship with the company’s management personnel.</td><td>YES</td></tr><tr><td>No commissions related to business were received.</td><td>YES</td></tr><tr><td>As of now, there has been no disciplinary action or any circumstances that have compromised the principle of independence.</td><td>YES</td></tr></table></td><td></td></tr>
<tr><td>IV. Do listed and over-the-counter companies employ a suitable number and appropriate personnel for corporate governance, and designate a corporate governance officer responsible for handling corporate governance-related matters (including but not limited to providing information needed by directors and supervisors to perform their duties, assisting directors and supervisors in complying with laws, legally conducting board and shareholders’ meetings, and preparing minutes for board and shareholders’ meetings)?</td><td>V</td><td></td><td>The company appointed a corporate governance officer on June 12, 2023, and has staff in charge of share affairs to assist directors with obtaining information needed for their duties, helping directors comply with laws, handling matters related to board, functional committee, and shareholders’ meetings according to law, and preparing minutes and other corporate governance-related matters.</td><td>None</td></tr>
<tr><td>V. Does the company establish communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers) and set up a dedicated section for stakeholders on the company’s website, and adequately respond to significant corporate social responsibility issues that stakeholders are concerned with?</td><td>V</td><td></td><td>1. The company has appointed spokespersons and deputy spokespersons as the communication channels for stakeholders.
2. The company’s website features a dedicated section for investors/shareholders/ stakeholders, which includes information on the communication channels and contact details for stakeholders (including responsible contacts, phone numbers, and email addresses), to handle stakeholder-related matters and maintain good communication relationships.</td><td>None</td></tr>
<tr><td>VI. Does the Company appoint a professional shareholder service agency to handle shareholders’ meeting affairs?</td><td>V</td><td></td><td>The Company appoints a professional stock agency, “Stock Service Agency Department of Fubon Securities Co., Ltd.” to handle shareholders’ meetings and stock affairs.</td><td>None</td></tr>
<tr><td>VII. Information Disclosure
(I) Has the Company set up a website to disclose financial,</td><td>
V</td><td></td><td>
(I) The Company’s website is maintained by dedicated personnel. Corporate governance</td><td>
None</td></tr>
</table>

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
business and corporate governance information?			and financial information are updated from time to time. Information has been disclosed on the Company's website: https://www.jh.com.tw/esg-98.	
(II) Has the company adopted other information disclosure methods (e.g., establishing an English website, designating a responsible person for collecting and disclosing information of the company, substantiating the spokesman system, and upload the procedure of investors conference on its website, etc.)?	V		(II) The Company has set up an English website; designated personnel to be responsible for the collection and disclosure of the Company's information: the Company declares various financial and business information on the Market Observation Post System on a regular and irregular basis as required; the Company implements the spokesperson system: COO, Jess Lin, acts as the spokesperson. Chen Borong, the head of finance and accounting, acted as the acting spokesperson; the audio files and briefing materials of the Company's investor conference (in Chinese and English) are placed in the shareholders' section of the Company's website for the convenience of all parties concerned; information related to institutional investor conferences is not only announced in the shareholders' section, but has also been entered into the Market Observation Post System (MOPS) in accordance with the regulations of the Stock Exchange.	None
(III) Has the company published and reported its annual financial report within two months after the end of a fiscal year, and published and reported its financial reports for the first, second, and third quarters, as well as its operating status for each month before the specified deadline?	V		(III) The annual financial reports are announced and filed in accordance with Article 36 of the Securities and Exchange Act. The Company files its first, second, and third quarter financial reports, as well as monthly operational results, within the prescribed deadlines on the Market Observation Post System (MOPS), and simultaneously uploads the information to the Company's official website for the reference of shareholders and stakeholders.	None
VIII. Does the Company have other important information that is helpful to understand the implementation of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholders' rights, continuing education of directors and supervisors, risk	V		1. Employee Rights and Care:The Company is committed to sharing its business achievements with all employees, aiming to enhance shareholder value while promoting the well-being of all staff members. 2. Investor Relations:The Company ensures transparency by fully disclosing relevant information through the Market Observation Post System (MOPS), allowing investors to understand the Company's operational status. In addition, a designated	None

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
management policies and risk measurement standards, the implementation of customer policies, the purchase of liability insurance for directors and supervisors, etc.)?			spokesperson is appointed to provide information and respond to inquiries from investors. 3. Supplier relations: We adopt a periodic evaluation policy for suppliers and perform measurements on product delivery, quality and price, and select the best suppliers by elimination. In terms of payment concerns of the suppliers, we strictly abide by the negotiated payment schedule. 4. Stakeholder rights: All directors of the Company uphold the principle of high self-discipline and do not participate in voting if there is an interest involved in the motion at a Board meeting. 5. Further education of directors and supervisors: In 2025, all directors complied with the mandatory training requirements, accumulating a total of 57 hours of continuing education. 6. Implementation of the risk management policy and risk measurement standards: We have various internal control systems, which are strictly audited each month by the internal auditor. Deficiencies found during an audit must be corrected within a prescribed time to meet the Company's system. Procurement and business vendors and customers are strictly selected in order to operate our business with honesty and fairness. 7. Implementation of the customer policy: We adopt a progressive trading and credit relaxation principle for all customers. In addition, we regularly track the collection of accounts receivable and exchange information with peers to strive for customers' dynamics. 8. The Company's purchase of liability insurance for directors and supervisors: The insurance period was from January 1, 2026 to January 1, 2027, and the total amount insured was US$3 million. 9. Intellectual Property Management: The company has established an intellectual property management plan that integrates with its operational objectives and R&D resources. Through proactive and effective intellectual property management, it aims to	

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
			protect R&D achievements, reduce operational risks, strengthen the trust of partners and customers, create corporate value, and thereby enhance the industry's competitive advantage. (1)Intellectual Property Management Plan and Risk Mitigation Measures: A. Trade Secret Protection Measures: The company introduces issues related to trade secrets and confidentiality obligations into onboarding training for new employees and conducts company-wide awareness campaigns. The company also requires employees to comply with confidentiality obligations in employment contracts, in order to enhance employees' awareness and understanding of the protection of confidential company information. In addition, to strengthen information security, the company has adopted relevant concrete measures, such as continuously maintaining the operation of information security facilities, establishing system access rights management, controlling access to confidential data, and conducting regular internal audits, in order to prevent confidential information from being stolen, altered, damaged, lost, or leaked. To prevent related infringement disputes, the company strictly reviews the confidentiality clauses in various business contracts to appropriately safeguard the company's rights and limit its liabilities. B. Patent Rights Management: The company regularly tracks the latest technological developments of competitors, conducts detailed analyses of infringement risks, and makes advance plans to safeguard its own patent rights, as well as to strictly prevent infringement of others' patent rights and effectively defend against patent litigation. C. Trademark rights management; Our company actively carries out trademark portfolio planning to obtain protection of trademark rights. In response to market expansion, our company regularly reviews its corresponding registration strategy and simultaneously monitors whether there are	

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
			any similar marks or symbols in the market that may cause confusion or misidentification, in order to protect and maintain our company's trademark rights. (2) Implementation status of intellectual property management: A. As of December 31, 2025, the company has obtained a total of 8 trademarks, and in the past three years, the group has obtained a total of 30 patents. B. Irregular educational and training promotion. C. Establish principles for reviewing confidentiality agreements and intellectual property clauses. D. To implement the intellectual property management plan, the company shall report annually to the Board of Directors on the implementation status of intellectual property management to ensure that the operation and effectiveness of intellectual property management meet the company's expectations and planning, and to establish a continuous improvement mechanism. It is expected to report the implementation status to the Board of Directors in the fourth quarter of 2026.	

IX. Please explain the improvements made based on the corporate governance evaluation results published by the Corporate Governance Center of Taiwan Stock Exchange Corporation in the most recent year, and propose enhancement measures and measures for those that have not yet been improved:

Item No	Evaluation indicators in 2025	Expected improvement measures
1.6	Did the company hold its annual general meeting before the end of May?	In subsequent years, we will consider whether to schedule the shareholders' meeting earlier, before the end of May.
2.22	Is the company supervised in its risk management by an audit committee or a functional committee at the board level (such as a risk management committee), and has it established risk management policies and procedures approved by the board of directors, disclosed its risk management organizational structure, risk management processes, and their operational status, and reported to the board of directors at least once a year?	In subsequent years, we will plan to establish risk management policies and procedures, disclose the risk management organizational structure, risk management processes and their operations, and report to the Board of Directors at least once a year.
3.20	Has the company been invited (or chosen on its own initiative) to hold at least two investor conferences and disclosed at least two	In subsequent years, we will plan to increase the number of institutional investor briefing sessions.

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
	complete meeting video links, and is the interval between the first and last investor conferences of the evaluated year more than three months?			

(IV) Composition, duties, and operation of the Remuneration Committee:

1. Profile of Remuneration Committee members

May 2, 2026

<table>
<tr><th colspan="2">Criteria
Identity / Name</th><th>Professional qualifications and experience</th><th>Situation of Independence</th><th>Number of other public companies in which the individual is concurrently serving as an independent director</th></tr>
<tr><td>Convener Independent director</td><td>En-Guo Wang</td><td rowspan="2">1.Please refer to “I. (I) 1.Directors’ Information” (Pages 7 to 9) of the Annual Report for the professional qualifications and experience of directors.
2.The matters stipulated in all paragraphs of Article 30 of the Company Act do not describe the directors.</td><td rowspan="3">All committee members meet the following conditions:
1.In compliance with Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission and the “Regulations Governing the Establishment of Independent Directors of Public Companies and Required.
2.I (or using others’ names), my spouse, and my minor children do not hold any common shares of the company.
3.The amount of remuneration received for providing business, legal, financial, accounting, or other services to the company or its affiliated enterprises in the past two years.</td><td>0</td></tr>
<tr><td>Independent director</td><td>Xin-Jie Gong</td><td>1</td></tr>
<tr><td>Others</td><td>Hsu Shi Min</td><td>Graduated with a master’s degree from the Graduate Institute of Finance at Fu Jen Catholic University, and has previously served as Chairman and CEO of Anderson Impact Investment Co., Ltd., consultant to Ruoshui Digital Valuation Co., Ltd., and Deputy General Manager of the Taipei Branch of the Bank of East Asia, with extensive experience in finance and business management.</td><td>1</td></tr>
</table>

2. Terms of reference of the Remuneration Committee

The Committee shall exercise the care of a good administrator and faithfully perform the following duties, and submit its recommendations to the Board of Directors for discussion. However, the proposal for the remuneration of supervisors to the board of directors for discussion is limited to those stipulated in the articles of association of the company or authorized by the board of directors through resolutions of the shareholders’ meeting:

(1) Set and regularly review the performance evaluation standards, annual and long-term performance goals for the company’s directors, supervisors, and managers, along with the policies, systems, standards, and structures for salary compensation.

(2) Regularly assess the achievement of performance goals by the company’s directors, supervisors, and managers, and based on the results of the performance evaluations according to the established standards, determine the content and amount of their individual salary compensation.

3. Information on the operation of the Compensation Committee

(1) The company’s Compensation Committee consists of 3 members.

(2) Term of the current members: From July 19, 2023, to June 28, 2026. In the most recent year (2025), the Compensation Committee met 3 times (A), with the following details on members’ qualifications and attendance:

Title	Name	Number of actual attendance (B)	Attendance by proxy	Actual attendance rate (%) 【B/A】	Remarks
Convener	En-Guo Wang	3	0	100	
Member	Xin-Jie Gong	3	0	100	
Member	Shi-Min Hsu	3	1	66.67	

Date of Remuneration Committee's meetings, matters discussed, results of resolutions, and the Company's handling of the Remuneration Committee's opinions in the most recent year (2025):

Date	Term	Proposal Content	Resolution Result	The Company's handling of the opinions of the Remuneration Committee
2025.03.12	6nd Term, 7th Meeting	1.Implementation status of the performance evaluation for the Board of Directors, individual directors, and each functional committee for 2024.	All attending members unanimously approved.	All attending directors unanimously approved.
2025.11.12	6nd Term, 8th Meeting	1.Proposal to issue restricted employee shares for 2024, along with matters related to the list of managers and directors with employee status recommended by the Compensation Committee to receive such shares, and the corresponding quantities. 2.Proposal to issue the 113th fiscal year employee stock option certificates and matters related to the list and quantity of employees recommended by the Compensation Committee who are managers and employees concurrently serving as directors of the company.		
2025.12.31	6nd Term, 9th Meeting	1.Report on the implementation status of the performance evaluation for the Board of Directors, individual directors, and each functional committee for2025. 2.External independent evaluation report on the performance of the Board of Directors and functional committees for 2025. 3.Proposal for the distribution of year-end bonuses for the Company's Chairman, directors with employee status, and managers.		

Other information required:

I. If the board of directors declines to adopt or modify a recommendation from the remuneration committee, the date, session, topic discussed and the resolution of the board meeting and handling of the resolution of the remuneration committee shall be specified (if the remuneration package approved by the Board is better than the recommendation made by the committee, please specify the discrepancy and its reason): None.

II. As to the resolution of the remuneration committee, if a member expresses any objection or reservation, either by a recorded statement or in writing, the date, session and topic discussed of the committee meeting, all members' opinions and handling of members' opinions shall be specified: None.

(V) Sustainable development implementation and deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons for such deviations

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
I. Has the Company established a governance structure for the promotion of sustainable development, with dedicated (or part-time) units to promote sustainable development, with senior management authorized by the Board of Directors to handle it, and whether it is supervised by the Board of Directors?	V		In 2024, the Company established a Sustainability Committee and formulated the "Sustainability Committee Charter." The first members of the Committee were appointed, including Chairman Mr. Hao-Chi Shih, Independent Director Mr. En-Kuo Wang, and Deputy General Manager of the General Administration Division Mr. Wen-Wei Chen. The Committee serves as the decision-making and supervisory body for the Company's sustainability-related initiatives. It assists the Board of Directors in continuously advancing corporate social responsibility and enhancing corporate governance, with the goal of achieving sustainable operations. The Committee holds meetings regularly and reports on the progress and performance of sustainability initiatives to the Board on a quarterly basis. The Sustainable Development Committee serves as a cross-departmental communication platform that facilitates both vertical integration and horizontal coordination. Through meetings and task forces established based on specific issues, the committee identifies sustainability topics relevant to the company's operations and of concern to stakeholders. It formulates corresponding strategies and work guidelines, plans and executes annual initiatives, and monitors implementation results to ensure that sustainability strategies are effectively integrated into the company's daily operations. The Sustainable Development Committee regularly reports to the Board of Directors on the execution of sustainability initiatives and future work plans. In 2025, the committee reported to the Board a total of two times on sustainability-related matters, including: 1.Complete the company, Jinhao Optoelectronics, Thailand plant (J.B.T) 2024-year inspection report. 2.Complete the Chinese and English versions of the sustainability report of this company and its subsidiaries for 2024. 3.Promote the implementation of Dimension 4 of 2024 Corporate Governance Evaluation. 4.Major changes to the Sustainability Regulations in 2026 and corresponding response measures	None

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
			The Board of Directors regularly receives reports from the management team, reviews the progress of strategies, assesses the likelihood of success, and, when necessary, urges the management team to enhance or adjust the strategies.	
II. Has the company conducted risk assessments of environmental, social and corporate governance issues pertaining to company operation in accordance with the materiality principle and established the relevant risk management policy or strategy?	V		On 2024/8/13, the Board of Directors of our company approved amendments to the "Sustainable Development Best Practice Principles," to implement corporate social responsibility and to promote the balance and sustainable development of the economy, society, and the environmental ecology. For the economic, environmental, and social issues involved in operational activities, the Company has established prevention and control mechanisms in its business management process, proactively identifying and managing potential risks in advance. It also conducts risk assessments of environmental, social, and corporate governance (ESG) issues based on the principle of materiality, serving as an important reference for overall risk management and the formulation of operational strategies. The company has obtained GB/T 24001-2016/ISO 14001:2015 Environmental Management System certification, IECQ QC080000:2017 Hazardous Substance Process Management System certification, GB/T 45001-2020/ISO 45001:2018 Occupational Health and Safety Management System certification, and GB/T 19001-2016/ISO 9001:2015 Quality Management certification, and continues to pass third-party verification. Based on market conditions and the identification of operational risks, the company identifies material issues and establishes a comprehensive supervision and risk control mechanism to strengthen risk management effectiveness and ensure the effective operation of the system.	None
III. Environmental issues (I) Does the company have an appropriate environmental management system established in accordance with its industrial characteristics?	V		(I) The company strictly implements the "Electronic Industry Citizenship Coalition (EICC)" and RBA standards. To ensure the implementation of environmental management, it has obtained certification for the ISO 14001 Environmental Management System, the GB/T 45001-2020 / ISO 45001:2018 Occupational Health and Safety Management System, and the IECQ QC 080000:2017 Hazardous Substance Process Management System, among others, so that the group can use environmental and human rights	None

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
			knowledge, tools, and technologies to manage environmental and social responsibility risks.	
(II) Is the company committed to improving the efficiency of energy use and using recycled materials with low impact on the environment?	V		(II)Our company continues to promote various environmental improvement initiatives. In addition to implementing office waste sorting and recycling systems, it also requires that equipment remain turned off during non-working hours. Through the combined implementation of standardized management and employee self-discipline, we effectively reduce unnecessary energy consumption and achieve the dual goals of energy conservation and carbon reduction, as well as cost savings.	None
(III) Has the Company assessed the potential risks and opportunities posed by climate change to the Company at present and in the future, and taken relevant countermeasures?	V		(III) In terms of greenhouse gas reduction, the company works with customers to promote localized production and joins hands with customers to build strong and stable production bases. Through a cross strategy of vertical integration and horizontal development, the transportation distance of raw materials and products is significantly shortened, and carbon emissions generated during transportation are reduced, effectively reducing the carbon footprint. At the same time, the company has introduced LED energy-saving lighting facilities at its Kunshan production base, actively starting from basic hardware construction, and has substantially replaced the use of high-energy-consuming mercury lamps. This not only eliminates the use of high-energy-consuming products, but also removes the use and risks of highly polluting mercury.	None
(IV) Has the Company kept statistics on the amount of greenhouse gas emission, water consumption and total weight of waste in the past two years, and formulated policies for greenhouse gas reduction, reduction of water consumption or management of other wastes?	V		(IV) In the sustainability reports on our company's official website, statistics and disclosures are provided for greenhouse gas emissions, annual water usage, and waste generation for the years 112 and 113. In terms of greenhouse gas reduction, our company actively implements a "turn off the lights when leaving" policy, requiring that equipment remain powered off during non-working hours to ensure reduced unnecessary energy consumption. In addition, our company continuously enforces daily water usage management to enhance water use efficiency, and promotes a mostly paperless office. For non-essential documents, recycled paper is used for printing to reduce waste generation.	None

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
IV. Social Issues (I) Has the company established management policies and procedures in accordance with relevant regulations and international human rights conventions?	V		(I) The Company recognizes and adheres to internationally accepted human rights standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, and the standards of the International Labour Organization (ILO). Personnel management policies are established in accordance with these principles, covering recruitment, employment, related benefits, and retirement procedures. All practices comply with domestic labor laws to safeguard employees' legal rights and interests.	None
(II) Has the company established and implemented reasonable employee welfare measures (including salary, leave, and other benefits), and does it appropriately reflect business performance or outcomes in employee compensation?	V		(II) Employee Benefits: 1. Employees are entitled to labor insurance, national health insurance, and group insurance for overseas staff. 2. An Employee Welfare Committee has been established to organize recreational activities, leisure events, birthday celebrations, group meals, holiday gifts, and subsidies for domestic and international travel. 3. Flexible working hours are implemented. 4. Regular employee health check-ups are provided. 5. Benefits such as hospitalization consolation payments, wedding cash gifts, funeral condolence payments (including for dependents), holiday bonuses (for Labor Day, Mid-Autumn Festival, and Dragon Boat Festival), and year-end bonuses are offered. 6. Policies for the application of company vehicles and subsidies for private vehicle usage for business purposes are in place. 7. Free parking spaces are available for employees. 8. Year-end party events are organized. 9. Other benefits. To prevent workplace sexual harassment and safeguard gender equality in employment and personal dignity, the company has established the "Measures for the Prevention of Sexual Harassment in the Workplace and Disciplinary Guidelines." It also clearly posts the designated responsible unit and complaint mechanism in public areas to ensure accessible reporting channels and fair	None

<table>
<tr><th rowspan="2">Items to be promoted</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>handling procedures.
Gender Equality Indicators for 2025:
<table>
<tr><th>Gender Equality Indicators</th><th>Total</th></tr>
<tr><td>Total Number of Employees</td><td>475</td></tr>
<tr><td>Number of Female Employees</td><td>340</td></tr>
<tr><td>Percentage of Female Employees (%)</td><td>72%</td></tr>
<tr><td>Total Number of Supervisory Positions</td><td>85</td></tr>
<tr><td>Number of Female Supervisors</td><td>42</td></tr>
<tr><td>Percentage of Female Supervisors (%)</td><td>49%</td></tr>
<tr><td>Total Number of Senior Executives</td><td>11</td></tr>
<tr><td>Number of Female Senior Executives</td><td>2</td></tr>
<tr><td>Percentage of Female Senior Executives (%)</td><td>18%</td></tr>
</table>
10. The company’s articles of incorporation stipulate that if there is annual profit, 3% to 15% shall be allocated as employee compensation and 1% to 5% as director compensation. However, if the company still has accumulated losses, the amount needed to offset those losses shall be reserved first.
11.100% of employees contribute under the new system, with a contribution rate of 6%. Among them, employees who also contribute under the old system have a contribution rate of 5.8%.
Company (excluding subsidiaries): the average monthly proportion of employees whose employer contribution rate under the new labor pension system exceeds 6% among all contributing employees of the company from December of 2025 to November of 2026 exceeds 10%.</td><td></td></tr>
<tr><td>(III) Does the company provide a safe and healthy work environment for employees, and conduct regular safety and health education for them?</td><td>V</td><td></td><td>(III) Our company has clearly established a smoke-free policy throughout the workplace, conducts annual safety inspections in accordance with government fire safety regulations, and regularly carries out employee health check-ups, and is committed to providing a safe and healthy working environment as well as health promotion education.
There were no fire incidents or occupational accidents involving employees this year.
Our company has implemented the ISO 45001:2018 Occupational Health and Safety Management System standard since 107 (2018) (the latest certification validity period is: 2025.11.07–2028.11.06), establishing a comprehensive occupational health and safety</td><td>None</td></tr>
</table>

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
			management framework and obtaining international certification. This demonstrates a high level of commitment to safety governance. We have adopted the PDCA (Plan-Do-Check-Act) cyclical management model, continuously enhancing system implementation and process improvement, deepening risk prevention mechanisms, and promoting the rooting of a safety culture. As of the end of 2025, the occupational health and safety management coverage of our company's workplaces has reached 100%, with no workers excluded from the scope of management, ensuring that the management system is fully integrated into daily operations. At the same time, we have extended occupational health and safety management requirements to contractors. Through clear regulations, on-site audits, and training, we ensure their compliance with relevant laws and company standards, thereby implementing the consistency and effectiveness of supply chain safety management. For any occupational accidents or near-miss incidents, Jinhao Optoelectronics activates a cross-departmental investigation mechanism, applying root cause analysis to conduct systematic reviews and propose specific preventive and improvement measures to prevent similar incidents from occurring again, protecting the health and safety of all internal and external workers. Jin-Haw Optoelectronics has designated occupational health and safety management personnel. If employees identify potential workplace hazards or have suggestions related to occupational safety and health, they may report them verbally or via email. These reports are handled by the Human Resources Department or occupational health and safety management personnel, who will take necessary improvement measures based on the situation to implement workplace risk control and prevention. In addition, we continuously enhance employees' awareness and compliance with the occupational health and safety management system through policy promotion, internal communication, and training activities, strengthening their	

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
			proactive safety awareness and risk management capabilities.	
(IV) Has the company established effective career development and training programs for its employees?	V		(IV) To encourage continuous learning and professional growth, the company arranges relevant training programs: 1. Supervisors provide on-the-job training through meetings and individual coaching sessions. 2. The company organizes internal training programs and supports participation in external training sessions. 3. Employees are encouraged to enroll in educational courses at colleges, universities, and graduate schools. 4. Employees can participate in training programs held by domestic training institutions. 5. Employees are offered opportunities to attend domestic field study tours. 6. Employees may be sent abroad for training or study tours.	None
(V) Regarding customer health and safety, customer privacy, marketing, and labeling of products and services, does the company follow relevant regulations and international standards, and has it established policies and complaint procedures to protect consumer rights or customer rights?	V		(V)Our company has obtained multiple certifications, including ISO 45001, ISO 14001, and ISO 9001. We also regularly evaluate and screen our suppliers to ensure product quality and uphold social responsibility.	None
(VI) Has the company established a supplier management policy that requires suppliers to adhere to standards related to environmental protection, occupational safety and health, or labor rights, and their implementation?	V		(VI)We have signed the following with our suppliers: 1. Confirmation of social responsibility of suppliers. 2. Environmental protection agreement, and we establish standards for various harmful substances while strictly complying with RoH, REACH and other environmental protection standards to fully prevent all types of harmful substances from entering the production chain. 3. Declaration of not using harmful substances, declaration of not using halogen-containing materials, pledge of not using conflict minerals. 4. All cooperating suppliers have completed	None

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
			the survey through questionnaires and other methods. Promotion of the Occupational Safety and Health Management System 1. Since 2018, the Company has transitioned to and obtained ISO 45001 certification through CQC verification. In practice, Jin Hao has established a strict occupational safety and health management policy, adhering to the goals of zero harm, zero occupational diseases, and zero accidents. These principles have been integrated into the core values of the Company to create the best possible working environment for all employees. 2. The Company has formulated a safety and health management policy to pursue zero injuries, zero occupational diseases, and zero accidents, creating the best work environment for all employees. Since 2018, there have been no injuries, occupational diseases and zero accidents, achieving the target. 3. Industrial safety: A disaster prevention center has been established at the headquarters in Xindian to immediate inform each plant of any safety information on typhoons, earthquakes or serious epidemics. We also set up a task force to provide immediate disaster prevention information, and conduct response training on response personnel to strengthen the Group’s disaster prevention system. 4. Fire system management: Ensure that the safety software and hardware and management mechanism are in place. Problems must be addressed immediately in order to effectively reduce the risk of fire in each plant, including evacuation maps, notification of fire authorities, annual firefighting drills. 5. Occupational safety education and training: 2 fire organization drills and training on the use of building lift equipment are performed each year. The topics of firefighting activities include: Firefighting knowledge education and promotion, contents of prevention	

<table>
<tr><th rowspan="2">Items to be promoted</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>program, and fire prevention measures. The Company has 10 seed members and all employees of the Company participate in the drills. Safety audits were performed in the plants and deficiencies were corrected.</td><td></td></tr>
<tr><td>V. Does the company refer to internationally recognized reporting standards or guidelines to prepare sustainability reports and other non-financial information disclosure reports? Are these reports supported by the assurance or opinion of a third-party verification entity?</td><td>V</td><td></td><td>Our company has completed the preparation of 2025 Sustainability Report. The report covers greenhouse gas inventory information and fully discloses the company's achievements and management practices in environmental, social, and corporate governance aspects.
This report is prepared in accordance with the GRI Standards 2021 issued by the Global Sustainability Standards Board (GSSB), the United Nations Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB), the "Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies," and relevant regulations such as the "Guidelines for the Preparation and Filing of Sustainability Reports." It also references the AA1000 Stakeholder Engagement Standard (2015) to identify and respond to material issues of concern to stakeholders, serving as the core foundation for the disclosures in this report.
In addition to being disclosed and filed in accordance with relevant regulations, this sustainability report is also simultaneously published in both Chinese and English versions on the company's official website for public access and reference.
Chinese：
https://www.jh.com.tw/sustainability-reports
English：
https://www.jh.com.tw/en/sustainability-reports</td><td>None</td></tr>
<tr><td colspan="5">VI. If the company has its own sustainability report based on the "Sustainability Practice Guidelines for Listed and Over-The-Counter Companies," please describe the differences between its operations and the established guidelines: None.</td></tr>
</table>

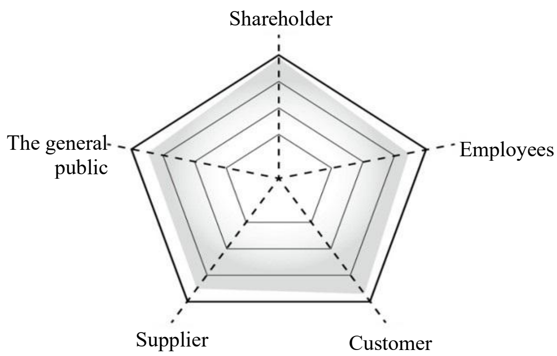
<table>
<tr><th rowspan="2">Items to be promoted</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td colspan="5">VII. Other important information that is helpful in understanding the status of implementation of sustainable development:
The company’s official website has set up a dedicated sustainability development section, and will disclose relevant information according to actual operational conditions at https://www.jh.com.tw/esg and on the Market Observation Post System, among other channels.
Sustainability Policy Statement：
Our company upholds a prudent and steady business philosophy, adheres to the principles of integrity and corporate responsibility, and continuously improves its governance structure and operational strategies. Those who identify with our values and the spirit of sustainable development are sincerely welcome to join our team and work together to contribute to the long-term development of the company and social progress. The company will follow the core spirit of sustainable management, stay true to the right path, strengthen governance, and move steadily and practically toward long-term development goals!
While pursuing shareholder interests and fulfilling commitments to investors, the company also makes use of its professional expertise and resource advantages to establish relationships of mutual trust and mutual benefit with stakeholders such as employees, customers, suppliers, and the general public, striving to create shared value. The company firmly believes that a professional and stable human capital is the most important asset of an enterprise. It continuously optimizes the working environment and welfare system, providing a safe, comfortable, and development-oriented workplace platform, encouraging employees to leverage their strengths and achieve self-growth.
In human resources management, the Company follows the “Electronics Industry Citizenship Coalition (EICC)” and relevant Responsible Business Alliance (RBA) standards to implement various management measures, ensuring that labor rights, workplace safety, and ethical standards comply with international requirements. As one of the global suppliers of cable products to well-known brands, the Company maintains close cooperation with customers and strives to exceed the codes of conduct established by them. In addition, the Company also promotes various employee welfare measures, including employee health examinations, domestic and overseas travel subsidies, holiday bonuses for the three major festivals, employee gatherings, and a pension contribution system. At the same time, it provides diverse internal and external training resources to support employees’ continuous learning and professional development.
In order to implement corporate sustainable development and operational objectives, the Company established a Sustainability Development Committee, approved by the Board of Directors on January 30, 2024, which is responsible for decision-making and supervision of the Company’s sustainability-related matters, covering the three major areas of Environmental (E), Social (S), and Governance (G). The committee assists the Board of Directors in fulfilling its responsibility to safeguard the rights and interests of the Company, employees, shareholders, and all stakeholders.
In addition, the Company has completed the 2024 greenhouse gas inventory and the Chinese and English bilingual sustainability report in 2025.
1. Powers and responsibilities of the Sustainable Development Committee:
Assist the Board in continuously promoting corporate social responsibility and improving company governance to achieve sustainable management. Its responsibilities include the following:
(1) Formulation of the sustainability policy.
(2) Setting the annual sustainability plan and strategic direction.
(3) Tracking and reviewing the implementation and effectiveness of sustainability initiatives and reporting to the Board.
(4) Decisions on other sustainability-related matters.
2. List of members of the Sustainable Development Committee:
Convener: En-Guo Wang , Independent Director</td></tr>
</table>

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	

Member: Hao-Ji Shi, Chairman
Member: Wen-Wei Chen , Deputy General Manager, General Management Office

3. Greenhouse gas inventory:
   Scope of inventory: Ji-Haw Industrial Co., Ltd., Ji-Haw Optoelectronics (Kunshan) Co., Ltd., Thailand plant (J.B.T), and Nangang subsidiaries (including Yungxian Think Tank Co., Ltd., Haofeisi Co., Ltd., and Qintian Technology Co., Ltd.).
   Inventory result: The total greenhouse gas emissions for 2025 are 3,155.765 (tCO2e).

4. Identify stakeholders：
   Our company, based on industry characteristics and current operational conditions and with reference to the principles of the AA1000 Stakeholder Engagement Standard, prioritizes stakeholders and identifies five categories of key stakeholders: shareholders, customers, suppliers, employees, and the government.



5. Respond to issues of concern to stakeholders:
   The action guidelines regarding issues of concern to stakeholders are as follows：

Key Issues	Short Term (within 3 years)	Mid Term (3~5 years)	Long Term (5~10 years)
economic performance	Annual revenue is growing.	Implement ESG financial disclosure mechanisms and incorporate economic performance indicators.	Establish a sustainable operating model, balancing economic, environmental, and social performance.
Integrity-based business operations	Improve the reporting and disciplinary system, with response and case closure rates reaching over 100%.	Establish a comprehensive culture of integrity and form a top-down integrity-driven management model.	Continuously promote a culture of integrity.
Product quality and safety	Strengthen training for all employees on product quality and safety awareness.	Review and strengthen inspection and certification across all sites.	Promote key suppliers to fully obtain quality and safety-related certifications.
Customer Relationship Management	Strengthen the customer communication process.	Improve the timeliness of handling customer feedback.	Continuously improve the customer communication and feedback handling process.
Employee recruitment and retention	Employees submit feedback, and the company responds in good faith within 10 days.	New employees were interviewed regarding their workplace experience, achieving a 100% interview rate.	1. The training completion rate for new employees reaches 100%. 2. New employees are interviewed regarding their workplace experience, with an interview completion rate

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
				of 100%.

6. Communication Channels:

The company has specifically established diverse and institutionalized communication channels for different stakeholders, and regularly collects and analyzes their areas of concern, which are then submitted to the relevant responsible units for analysis and understanding. In response to changes in the external environment and regulatory amendments, the company ensures through cross-departmental collaboration mechanisms that response measures are implemented promptly and accurately, and regularly feeds relevant information back to the management team as a basis for continuous improvement and strategic planning.

(1) Communication channels between shareholders and the company:

A. Hold an annual general shareholders' meeting regularly every year.

B. It has been established on the official website (http://www.jh.com.tw) that a shareholder section has been created. In addition to disclosing various company information, news, and financial data within this section, an investor relations contact hotline has also been set up for use by shareholders from all sectors.

C. Hold investor briefings in accordance with legal regulations, providing market trends, industry developments, and overall trends in the electronics industry. Communication channels between employees and Ji-Haw Company: The company internally provides diverse and cross-departmental communication channels.

(2) Communication channels between employees and the company: The company has established diverse and cross-departmental internal communication channels to ensure that employees' opinions can be fully expressed and responded to, thereby promoting organizational transparency and improving team collaboration efficiency.

(3) Communication channels between the customer and our company:

A. Our company assigns dedicated account managers to provide real-time service and, through a frequent visit mechanism, collects customers′ opinions and satisfaction feedback regarding product quality and service, continuously improving product quality.

B. Occasionally, senior company executives such as the Chairman, General Manager, etc., together with sales managers, visit customers to allow customers to directly communicate with the management team of Jinhao Company, thereby deepening strategic cooperative relationships.

(4) Communication channels between suppliers and our company:

A. Irregularly hold supplier partner meetings, actively inviting all suppliers to attend. In addition to the procurement department, senior executives at the vice president level or above are also assigned to attend, engaging in in-depth communication and experience sharing with supplier partners.

B. For key suppliers, senior executives at the level of general manager or above conduct irregular visits to ensure the establishment of long-term partnerships with suppliers, and form strategic alliances based on various specialized projects to share benefits.

(5) Communication channels between the general public and the company:

Items to be promoted	Implementation Status			Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference
	Yes	No	Summary	
			A. Our company actively participates in the Taiwan Electronic Connector Industry Association, the Taiwan Electrical and Electronic Manufacturers' Association, and other business and industry organizations to engage in professional exchanges of opinions and information with respected leaders and experts in society. B. The company has established official Chinese and English websites (https://www.jh.com.tw) to provide the public with comprehensive information and contact details for all its plants, ensuring open and transparent communication with the public at all times. 7. Occupational Health and Safety Management System ISO： (1) Our company, since 2018, has completed the transition of its occupational health and safety management system and has passed certification to obtain the ISO 45001 certificate, establishing a management framework that complies with international standards. The company has formulated clear and strict occupational health and safety management policies, setting "zero harm, zero occupational disease, zero accidents" as its goal, and integrating this into the company's core values to create a best-in-class workplace environment for all employees. (2) Since fiscal year 2018 to the present, the company has not experienced any major occupational injuries, occupational diseases, or significant accident events, and is expected to continue steadily advancing toward its established goals while pursuing excellence. (3) Industrial Safety: The Xindian headquarters has established a Safety and Disaster Prevention Center to instantly transmit safety information from each plant. In the event of typhoons, earthquakes, or major epidemics, it immediately activates the emergency response organization, strengthening the group's overall disaster prevention and response capabilities. (4) Fire Safety System Management: The company places a high priority on fire safety management across all plant sites, continuously auditing and strengthening both software and hardware facilities as well as related management mechanisms to ensure that all safety measures are properly implemented. We aim for zero incidents and proactively review potential risks. Whenever any deficiencies are identified, improvement procedures are immediately initiated, with the goal of minimizing fire risks as much as possible. The scope of management includes updating and posting evacuation and escape maps, establishing real-time reporting mechanisms to fire authorities, and planning and implementing annual fire drills. Through systematic and routine management practices, we comprehensively enhance the overall disaster resilience and emergency response capabilities of the facilities. (5) Occupational safety education and training: In order to deepen all employees' safety awareness and strengthen emergency response capabilities, the company conducts two annual fire brigade drills and building lift equipment usage training. Employees are also encouraged to participate in diverse, practice-oriented fire safety courses, including fire safety knowledge promotion, protection plan briefings, and fire prevention measures. The company has cultivated 10 core members responsible for promoting and assisting various safety management tasks to ensure comprehensive implementation of training and education. In addition, through the factory safety audit mechanism, implementation status is continuously reviewed. All deficiencies identified during inspections have been corrected, demonstrating the company's high level of execution capability and proactive action in occupational safety management.	

<table>
<tr><th rowspan="2">Items to be promoted</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from the compared to the Sustainability Practice Guidelines for TWSE/TPEx Listed Companies and the reasons for such difference</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td colspan="5">8. Risk assessment and management policies for environmental, social, and corporate governance issues related to company operations：
The company has established the "Sustainable Development Practice Guidelines" and has deeply integrated sustainability principles into daily operations and decision-making processes. Regarding governance, environmental, and social issues that may arise from business activities, a systematic risk prevention and control mechanism has been established. Comprehensive risk assessments are conducted based on the principle of materiality, and the assessment results are incorporated into the overall risk management framework and serve as an important basis for operational strategy planning, ensuring corporate sustainability and long-term competitiveness.
In terms of environmental management, our company strictly adheres to relevant environmental regulations and international standards, and in the course of operational activities and internal management processes, continuously promotes environmental protection measures, demonstrating its determination to achieve environmental sustainability goals.
At the same time, the Company has also established a comprehensive environmental management system based on industry characteristics and implements the following key tasks:
(1) Actively collect and promptly assess the impact of operational activities on the natural environment, ensuring that information is sufficient, transparent, and timely.
(2) Set specific and measurable environmental sustainability goals, and regularly review their continuity and appropriateness to ensure that strategic direction aligns with actual operations.
(3) Formulate a clear action plan and implementation strategy, continuously monitor and review implementation effectiveness, and ensure that all environmental management measures are effectively carried out.</td></tr>
</table>

Climate-related information of TWSE/TPEx listed companies

1. Implementation status of climate-related information：

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td>I. Describe the oversight and governance of climate-related risks and opportunities by the board of directors and management.</td><td>I. The Company has established a Sustainability Development Committee composed of directors, independent directors, and senior executives to serve as the decision-making and supervisory body for the Company's sustainability-related initiatives. The Company has also designated a sustainability unit to formulate and implement comprehensive inventory procedures and operations, while reporting to the Board of Directors on the detailed implementation schedule for each item of the greenhouse gas inventory plan.</td></tr>
<tr><td>II. Explain how the identified climate risks and opportunities affect the business, strategy, and finances of the enterprise (short-term, medium-term, long-term).</td><td>II. Climate Risk and Opportunity Table for 2025, Short, Medium, and Long Term
<table><tr><th>No.</th><th>Climate Change Risks</th><th>Risk level</th><th>Time Scope</th></tr><tr><td>R1</td><td>Increase the pricing of</td><td>High</td><td>Short and</td></tr></table></td></tr>
</table>

Item	Implementation Status			
		greenhouse gas emissions.		medium term
	R2	Strengthened emissions reporting obligations.	Medium	Short-term
	R3	Requirements and regulations for existing products and services.	Low	Short-term
	R4	Facing litigation risk.	Medium	Medium-term, long-term
	R5	Replace existing products and services with low-carbon alternatives.	Medium	Short and medium term
	R6	Failure of investment in new technologies.	Medium	Short and medium term
	R7	The cost of transitioning to low-carbon technologies.	Medium	Long-term
	R8	Changes in Customer Behavior	Low	Medium-term
	R9	Market information is uncertain	Low	Short-term, medium-term, long-term
	R10	Rising raw material costs	High	Medium-term, long-term
	R11	Changes in consumer preferences - industry stigmatization	Medium	Long-term
	R12	Stakeholders’ concerns and negative feedback are increasing	Low	Medium-term, long-term
	R13	The severity of extreme weather events such as typhoons and floods is increasing.	High	Short-term, medium-term, long-term
	R14	Changes in rainfall (water) patterns and extreme changes in climate patterns	Medium	Medium-term, long-term
	R15	Average temperature increase	Medium	Medium-term, long-term
	R16	Sea level rise	Medium	Long-term
	O1	Adopt more efficient transportation methods	Medium	Medium-term, long-term
	O2	Use more efficient production and distribution processes	Medium	Medium-term, long-term
	O3	Recycling and reuse	Medium	Short-term, medium-term, long-term
	O4	Switch to more efficient buildings	Low	Medium-term, long-term

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td></td><td>
<table>
<tr><td>O5</td><td>Reduce water usage and water consumption</td><td>Low</td><td>Short and medium term</td></tr>
<tr><td>O6</td><td>Use low-carbon energy</td><td>Medium</td><td>Medium-term, long-term</td></tr>
<tr><td>O7</td><td>Adopt incentive-based policies</td><td>Medium</td><td>Medium-term, long-term</td></tr>
<tr><td>O8</td><td>Use new technology</td><td>Medium</td><td>Medium-term, long-term</td></tr>
<tr><td>O9</td><td>Participate in the carbon trading market</td><td>Medium</td><td>Medium-term, long-term</td></tr>
<tr><td>O10</td><td>Transition to decentralized energy</td><td>Low</td><td>Medium-term, long-term</td></tr>
<tr><td>O11</td><td>Develop or increase low-carbon products and services</td><td>Medium</td><td>Medium-term, long-term</td></tr>
<tr><td>O12</td><td>Develop climate adaptation and insurance risk solutions</td><td>Medium</td><td>Medium-term, long-term</td></tr>
<tr><td>O13</td><td>Develop new products</td><td>High</td><td>Short-term, medium-term, long-term</td></tr>
<tr><td>O14</td><td>Diversification of business activities</td><td>Medium</td><td>Short and medium term</td></tr>
<tr><td>O15</td><td>Changes in consumer preferences</td><td>Medium</td><td>Medium-term, long-term</td></tr>
<tr><td>O16</td><td>Enter a new market</td><td>High</td><td>Short and medium term</td></tr>
<tr><td>O17</td><td>Effective Use of Public Sector Incentive Measures</td><td>Medium</td><td>Medium-term, long-term</td></tr>
<tr><td>O18</td><td>Obtain the new assets and regions that require insurance coverage.</td><td>Low</td><td>Medium-term, long-term</td></tr>
<tr><td>O19</td><td>Participate in renewable energy projects and adopt energy-saving measures</td><td>Medium</td><td>Medium-term, long-term</td></tr>
</table>
Note: Short-term: 1-3 years; medium-term: 3-10 years; long-term: more than 10 years
</td></tr>
<tr><td>III. Describe the financial impacts of extreme weather events and transition actions.</td><td>III. The company carefully evaluates the potential risks and impacts brought about by climate change and places close attention on the effects that extreme weather events may have on its operations. As global climate risks increase, the rising frequency and intensity of extreme weather disasters such as high temperatures, droughts, typhoons, and floods may have direct or indirect impacts on the company’s operating sites and supply chain stability. Related risks include equipment failures or operational abnormalities caused by unusual climate conditions, production line disruptions, capacity constraints, and employees being unable to report to work due to transportation or safety concerns, thereby affecting overall operational efficiency.
To reduce the impact of extreme weather on operations, the company has, based on the geographical environment and risk characteristics of each operating site, arranged insurance planning for fixed assets, machinery and equipment, and inventory, and continues to review the appropriateness of insurance coverage and insured amounts to strengthen risk transfer mechanisms. At the same time, the company also continues to optimize equipment maintenance management and</td></tr>
</table>

Item	Implementation Status
	operational contingency measures to enhance overall operational resilience and disaster response capabilities. However, despite the establishment of relevant risk management and protection mechanisms, under certain major or unforeseeable circumstances, it may still be impossible to fully compensate for actual losses due to factors such as the scope of insurance coverage, claim conditions, or the extent of losses, thereby causing a certain degree of impact on the company's finances or operations. Therefore, the Company will continue to monitor climate change trends and related risk developments, and dynamically adjust its response strategies to strengthen the foundation for the company's long-term sustainable development.
IV. Explain how the processes of identifying, assessing, and managing climate risks are integrated into the overall risk management system.	IV. The company currently does not have a climate risk management system based on practical guidelines.
V. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors, and main financial impacts used.	V. The company currently does not use scenario analysis to assess resilience to climate change risks.
VI. If there is a transition plan in place to manage climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical and transition risks.	VI. The company currently does not have a transition plan to manage climate-related risks.
VII. If internal carbon pricing is used as a planning tool, explain the basis for setting the price.	VII. The company currently does not use internal carbon pricing tools.
VIII. If climate-related targets are set, explain the activities covered, the scopes of greenhouse gas emissions, the planning period, and the progress achieved annually; if carbon offsets or Renewable Energy Certificates (RECs) are used to meet the targets, explain the source and amount of the carbon reduction or the number of Renewable Energy Certificates (RECs).	VIII. Our company has completed Scope 1–4 greenhouse gas inventories for Jin Hao Industrial Co., Ltd., Jin Hao Optoelectronics (Kunshan) Co., Ltd., the Thailand plant (J.B.T), and the Nangang subsidiary. At the same time, we are carefully evaluating carbon offsetting and renewable energy solutions.
IX. Greenhouse gas inventory, assurance, and reduction objectives, strategies, and specific action plans (to be filled in the table below: 2. The Company's greenhouse gas inventory and assurance in the past two years).	IX. Our company completed the greenhouse gas inventory for Jin Hao Industrial Co., Ltd. and Jin Hao Optoelectronics (Kunshan) Co., Ltd. in 2024, and has passed third-party greenhouse gas verification. We plan to further develop reduction targets and actions after the headquarters urban renewal project is completed.

2. The Company's greenhouse gas inventory and assurance in the past two years：

(1) Greenhouse gas inventory information：

Description of the emission volume (tons CO2e), intensity (tons CO2e/million NTD) and scope of information of greenhouse gases in the past two years.
Not applicable.This company is a listed company whose paid-in capital has not reached NT$5 billion in New Taiwan Dollars.. The Company should complete the disclosure of inventory information starting from 2026 and complete the disclosure of assurance information starting from 2028.

(2) Greenhouse gas assurance information：

Description of the assurance status in the last two years as of the publication date of the Annual Report, including the scope of the assurance, the assurance agency, the criteria for the assurance, and the assurance comments.
Not applicable. This company is a listed company whose paid-in capital has not reached NT$5 billion in New Taiwan Dollars.. The Company should complete the disclosure of inventory information starting from 2026 and complete the disclosure of assurance information starting from 2028.

(3) Greenhouse gas reduction objectives, strategies, and specific action plans：

Description of the greenhouse gas reduction base year and its data, reduction objectives, strategies, specific action plans, and achievement of reduction objectives.
Not applicable. This company is a listed company with a paid-in capital of less than NT$5 billion and is required to complete disclosure starting in 2027.

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

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
I. Formulating Ethical Management Policies and Plans (I) Has the company established an ethical management policy approved by the Board of Directors, and does it explicitly state the policy and practices of ethical management in regulations and external documents, along with the commitment of the Board and senior management to actively implement these policies?	V		(I)The Company has established regulations such as the “Ethical Corporate Management Best Practice Principles,” the “Procedures for Ethical Management and Guidelines for Conduct,” and the “Code of Ethical Conduct” to govern all business activities with integrity. The Board of Directors and senior management are also committed to actively implementing the ethical management policy.	None
(II) Has the company established a risk assessment mechanism against unethical acts, analyzed and assessed business activities within their business scope regularly that are at a higher risk of being involved in unethical acts, and established prevention programs covering at least the preventive measures specified in Paragraph 2, Article 7 “Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies”?	V		(II)The Company has clearly stipulated in the “Procedures for Ethical Management and Guidelines for Conduct” that regular analysis and assessment of the risks of unethical conduct within the scope of business operations must be conducted. Based on these assessments, plans to prevent unethical behavior shall be formulated, including preventive measures for the types of conduct listed in Article 7, Paragraph 2 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.	None
(III) Does the company clearly define procedures, guidelines for behavior, penalties for violations, and a complaint system within its plans to prevent unethical behaviors, ensure their implementation, and regularly review and revise these plans?	V		(III)The Company’s “Procedures for Ethical Management and Guidelines for Conduct” and “Code of Ethical Conduct” stipulate plans for preventing unethical conduct, and explicitly define operating procedures, behavioral guidelines, disciplinary actions for violations, and a complaint mechanism. These measures are also thoroughly implemented.	None
II. Implementing Ethical Management (I) Does the company assess the integrity records of its business partners and explicitly include ethical behavior clauses in the contracts signed with them?	V		(I)The Company has established the "Ethical Corporate Management Best Practice Principles," which clearly require all suppliers to sign and comply with the following: no gift-	None

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			giving, no kickbacks, and prohibition of related-party transactions. Any violation will result in the termination of business relations. A disciplinary and grievance system is implemented to ensure reasonable pricing, optimal quality, and the best service. Internal auditors regularly review compliance with these regulations, report any irregularities to the Board of Directors, and promote the Company's philosophy of honest business practices during board meetings.	
(II) Does the company have a unit dedicated to promoting business integrity under the Board of Directors, and does it report regularly (at least once a year) to the Board on its ethical management policies, plans to prevent unethical behaviors, and the supervision of their implementation?	V		(II) To implement ethical business practices, the Company has established the "Procedures for Ethical Management and Guidelines for Conduct." The General Administration Department is designated as the dedicated unit responsible for assisting the Board of Directors and management in formulating and supervising the implementation of ethical management policies and preventive measures, based on the functions and scope of each department. This includes planning and executing employee education and awareness initiatives as well as a whistleblower system to ensure the effective enforcement of the Code of Ethical Conduct. Reports on implementation are submitted to the Board of Directors at least once a year.In 2025, there were zero reported whistleblower cases, and the Company plans to report the implementation status to the Board in December 31,2025.	None
(III) Has the company established a conflict of interest policy, provided appropriate disclosure channels, and effectively implemented them?	V		(III)The Company's "Procedures for Ethical Management and Guidelines for Conduct" and "Code of Ethical Conduct" stipulate conflict-of-interest prevention policies and procedures for all levels of personnel. A dedicated grievance mailbox and email address (lijenny@jh.com.tw) have been set up to provide	None

Evaluation Item	The State			Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			employees with an open channel for filing complaints.	
(IV) Has the company established effective accounting and internal control systems for implementing ethical management, with the internal audit unit drafting audit plans based on the assessment results of unethical behavior risks, checking compliance with the plans to prevent unethical behaviors, or having accountants perform the audits?	V		(IV)The Company's accounting and internal control systems operate effectively. In addition to audits conducted by external accountants, internal audits are performed periodically or on an ad hoc basis by the internal audit unit in accordance with regulations.	None
(V) Does the company regularly conduct internal and external training on ethical management?	V		(V)The Chairman regularly promotes ethical practices during routine management meetings. The General Management Office also conducts internal training sessions on an irregular basis each year.	None
III. State of operations of the company's reporting system				
(I) Has the company set up a specific reporting and incentive system, and established a channel to facilitate grievances and assigned dedicated personnel to receive grievances?	V		(I)The Company has established a disciplinary and whistleblowing system for violations, which operates under a confidentiality mechanism and is available at all times to receive reports and complaints. This provides employees with a clear and accessible grievance channel. A dedicated complaint email address has been set up: lijenny@jh.com.tw.	None
(II) Has the company implemented any standard operating procedures and/or subsequent measures after carrying out an investigation or confidentiality measures for handling grievances filed?	V		(II)The Company has established a clear and effective reward and disciplinary system that integrates the ethical corporate management policy, employee performance appraisals and the human resources policy. The Company has set up dedicated personnel and unit that receive complaints. If a major violation is found after investigation or if there is a risk of major damage to the Company, a report shall be compiled immediately with independent directors and supervisors notified in writing.	None
(III) Has the company taken appropriate measures to protect the whistleblower from improper treatment as a result of	V		(III)The Company protects the identity of the whistleblower from improper treatment as a result of whistleblowing	None

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">The State</th><th rowspan="2">Difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>whistleblowing?</td><td></td><td></td><td></td><td></td></tr>
<tr><td>IV. Enhance information disclosure
Has the company disclosed the content of its Ethical Corporate Management Best-Practice Principles and the results of implementation on its official website and MOPS?</td><td>V</td><td></td><td>The Company has disclosed its “Ethical Corporate Management Best Practice Principles,” “Procedures for Ethical Management and Guidelines for Conduct,” and “Code of Ethical Conduct” on the corporate website. A designated personnel is responsible for disclosing financial, operational, and corporate governance information.
https://www.jh.com.tw/esg-98-114-page191</td><td>None</td></tr>
<tr><td colspan="5">V. If the company has formulated its own Ethical Corporate Management Best-Practice Principles in accordance with the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies”, please describe the differences between its operation and the Principles: None.</td></tr>
<tr><td colspan="5">VI. Any other important information that may help understanding the performance of ethical corporate management better: (e.g., review of an amendment to its Ethical Corporate Management Best-Practice Principles): The Company complies with relevant laws and regulations as the foundation for implementing ethical business practices. It also continuously monitors regulatory developments and reviews internal policies in a timely manner to ensure ongoing compliance.</td></tr>
</table>

(VII)Other information material to the understanding of corporate governance that may be disclosed together: https://www.jh.com.tw/esg-98-114-page191=> Corporate sustainability->Corporate governance->Company internal rules.

(VIII)The following items relating to the implementation status of the internal control system shall be disclosed:

1. Statement on Internal Control: The Company's 2025 "Internal Control System Statement" was approved by the Board of Directors on March 05, 2026. Please refer to the following for details on the 2025 Internal Control Statement: Market Observation Post System -> Individual Company -> Corporate Governance -> Company Regulations/Internal Controls -> Internal Control Statement Announcement
(Website: https://mops.twse.com.tw/mops/#/web/t06sg20)

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

(IX)Important resolutions adopted in shareholders meeting and board of directors' meeting in the past year and up to the date of report：

1. Major resolutions of the shareholders' meeting and implementation status

Date of Meeting	Important Resolution	Implementation Status
2025.06.30	1. Approval of the 2024 Business Report and Financial Statements.	Approved as proposed by resolution of the shareholders' general meeting.
	2. Approve the proposal for offsetting losses for 2024.	Approved as proposed by resolution of the shareholders' general meeting.
	3. Revise certain provisions of the Company's Articles of Incorporation.	The amendment registration with the Ministry of Economic Affairs was completed on September 10, 2025.
	4. Approved the proposal to issue common shares through a private placement.	It was approved as proposed by resolution of the shareholders' general meeting, and the announcement has been completed in accordance with relevant laws and regulations.
	5. Approve the director election proposal.	Elected list: Independent Director: Tzu-Chi Wu; Director: Golden Intelligence AI Investment Co., Ltd., Corporate Representative: Chia-Ling Chang Term: From June 30, 2025 to June 28, 2026.
	6. Proposal to lift the non-compete restrictions on newly appointed directors.	According to the resolution of the shareholders' general meeting, the non-compete restrictions on the newly appointed directors are lifted.

2. Important resolutions of the Board of Directors

Date of Meeting	Important resolutions	Resolution results
2025.03.12	1.Proposal for the Annual Business Report and Financial Statements for 2024. 2.Proposal for covering the losses for 2024. 3.This company's internal control system effectiveness evaluation and the "Internal Control System Statement" case. 4.Draft proposal to amend certain provisions of the "Articles of Association". 5.Evaluation of the independence and suitability of the certified public accountant for the financial report audit, and the appointment case of the certified public accountant for auditing the financial statements for2025. 6.Amendment to the "Regulations Governing the Preparation and Management of Sustainability Reports" proposal. 7.Proposal to elect additional directors. 8.Proposal to set the relevant matters regarding the convening of the Company's 2025 Annual General Shareholders' Meeting.	Each proposal was passed without objection by all directors present.
2025.05.13	1.Proposal for the consolidated financial statements for the first quarter of 2025. 2.Nomination of director (including independent director) candidate list and proposal to lift non-compete restrictions on newly appointed directors. 3.It is proposed to discontinue the implementation of the private placement of common shares approved at the 2024 extraordinary shareholders' meeting. 4.Proposed private placement of common shares. 5.Proposal to amend certain provisions of the "2024 Employee Stock Option Certificate Issuance and Subscription Regulations."	Each proposal was passed without objection by all directors present.

Date of Meeting	Important resolutions	Resolution results
	6.Draft proposal to add and amend provisions of the “Internal Control System” and the “Internal Audit Implementation Rules.” 7.Proposal to establish the Company’s “Operating Procedures for Financial and Business Transactions Between Related Parties” and to abolish the “Procedures for Transactions Among Group Enterprises, Specific Companies, and Related Parties.” 8.This company provides endorsement and guarantee for its wholly owned subsidiary, CHINTEK INC. 9.Regarding the definition of “frontline employees.” 10.Amend the relevant matters regarding the convening of this company's 2025 annual general shareholders' meeting.	
2025.07.17	1.Our company proposes to enter into an extension of the financing credit facility agreement with Taichung Commercial Bank.	One board director expressed a dissenting opinion; the remaining seven directors agreed, and the proposal was passed without objection.
2025.08.11	1.Proposal for the second-quarter consolidated financial statements of 2025. 2.2024 Sustainability Report Proposal. 3.Draft amendments to the provisions of the “Internal Control System” and the “Internal Audit Implementation Guidelines.”	Each proposal was passed without objection by all directors present.
2025.10.15	1.It is planned to determine the pricing date, issuance price, and capital increase record date and other related matters for the Company’s first private placement cash capital increase through the issuance of common shares in 2025.	Each proposal was passed without objection by all directors present.
2025.11.13	1.Third-quarter consolidated financial statements proposal for 2025. 2.Draft amendment to certain provisions of the “Insider Trading Prevention Management Regulations.” 3.Ratification proposal for the private placement of ordinary shares in 2025, requesting a securities underwriter to issue an assessment opinion on the necessity and reasonableness of conducting the private placement. 4.Proposal to set the record date for the issuance of 2024 restricted employee shares and to determine the list of eligible recipients and the number of shares. 5.Proposal to issue the employee stock option certificates for 2024, including the issuance date, subscription price, and the list of recipients and quantities.	Each proposal was passed without objection by all directors present.
2025.11.26	1.The Company intends to carry out a fundraising plan by issuing its second domestic secured convertible corporate bond. 2.Our company’s sound business operation plan document. 3.The company intends to enter into a financing agreement with Sunny Bank for a secured credit facility related to guaranteed convertible corporate bonds. 4.The company has newly provided endorsement guarantees for its subsidiary, Jin-Zuan Semiconductor Investment Co., Ltd. 5.This company’s new matter of extending funds/loans to its subsidiary Jin-Zuan Semiconductor Investment Co., Ltd.	Each proposal was passed without objection by all directors present.
2025.12.31	1.Our company’s 2026 operational plan proposal. 2.2025Certified Public Accountant (CPA) service audit fee case. 3.Ratification of matters regarding the signing of the subsidy contract for the Ministry of Economic Affairs Industrial Upgrading and Innovation Platform Counseling Program (thematic R&D project)	Each proposal was passed without objection by all directors present.

Date of Meeting	Important resolutions	Resolution results
	and the establishment of a credit line with Mega International Commercial Bank for performance guarantee. 4.Our company's 2026 internal audit plan proposal. 5.Proposal for the distribution of year-end bonuses for the company's chairman, employee-directors, and managerial personnel.	
2025.02.03	1.Our company intends to enter into an extension of the financing credit facility agreement with Hua Tai Commercial Bank. 2.Proposal to issue 2024 restricted employee shares, setting the capital increase record date and the list of eligible recipients and their allocated quantities. 3.Proposal for the issuance date, exercise price, and list of recipients and quantities of 2024 employee stock option certificates.	Each proposal was passed without objection by all directors present.
2025.03.13	1.Proposal for 2025 business report and financial statements. 2.Proposal for the allocation of losses for 2025. 3.Audit supervisor appointment case. 4.Proposal for the assessment of the effectiveness of the company's internal control system and the "Internal Control System Statement." 5.Evaluation of the independence and competence of the certifying accountants for financial reports and the appointment of certifying accountants for 2026 financial statements. 6.Amendment to certain provisions of the "Procedures for Acquisition or Disposal of Assets." 7.Adjustment of the regular wage level for entry-level employees in 2026 and the establishment of a "fixed amount." 8.This company's appointment of a manager. 9.Proposal for the re-election of directors and independent directors. 10.To establish matters related to the convening of the Company's 2026 Annual General Meeting of Shareholders.	Each proposal was passed without objection by all directors present.

(V) For the most recent fiscal year and up to the date of the annual report publication, any directors or supervisors who disagreed with major resolutions passed by the board of directors and who have recorded or issued written statements, the main content is:On July 17,2025, a board proposal was put forward regarding a plan to sign an extension of a financing credit facility with Taichung Commercial Bank; the then independent director Mr. Lin Cai-Fu (who resigned on July 31,2025) submitted a statement to the board, expressing reservations about the proposal.

IV. Information on fees to the certified public accountant (CPA)

Amount unit: NT$ thousand

Name of accounting firm	Name of CPA	Audit period	Audit fee	Non-audit fees (Note 1)	Total	Remarks
Deloitte Taiwan	Yao-Lin Huang	January 1, 2025, to December 31, 2025	3,350	300	3,650	None
	Shih- Chieh Chou					

Note 1: Non-audit fees include services such as the settlement of corporate income tax returns.

(I) In cases where the accounting firm is changed and the audit fees paid in the year of change are less than the audit fees of the previous year, the amounts of audit fees before and after the change and the reasons should be disclosed: There are no such cases.

(II) If the audit fees decrease by more than ten percent compared to the previous year, the amount of decrease, the percentage, and the reasons should be disclosed: There are no such cases.

V. Information on change of accountants:

(I) Change of CPA: No such situation.

(II) Successor CPA: Not applicable.

(III) The matters specified in Item 1 and Item 3, Subparagraph 2, Paragraph 5, Article 10 of the Regulations Governing Information to be Published in Annual Reports have not been referred to the former CPA: Not applicable.

VI. If the chairperson, president, and financial or accounting officer of the Company had worked for the CPA's accounting firm or its affiliate in the past year, disclose the name, title, and duration at the CPA's accounting firm or affiliate: No such situation.

VII. Share transfer by directors, managerial officers and shareholders holding more than 10% equity and changes to share pledging by them in the past year and up to the date of report:

(I) Equity transfer and pledge changes: Equity transfers or changes to equity pledges of directors, managerial officers, and shareholders holding more than ten percent (10%) of company shares in 2025 and up to the publication date of the Annual Report have been submitted to the Market Observation Post System. Please see the following for details: Market Observation Post System > Individual Company > Equity Transfer Information > Post-Shareholding Change Declaration Form for Insiders (Website: https://mops.twse.com.tw/mops/#/web/query6_1)

Market Observation Post System > Individual Company > Pledge Change Information > Announcement of Pledge Changes for Insiders (Website:https://mopsov.twse.com.tw/mops/web/STAMAK03_1)

(II) Share transfer information: There was no share transfer to related parties.

(III) Share pledge information: There were no shares pledged to related parties.

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

May 2, 2026

(Book closure date of the annual general shareholders' meeting)

Name	Number of shares held		Shareholding of Spouses and Minor Children		Total number of shares held in the name of others		Top ten shareholders who are related parties or are spouses or relatives within the second degree of kinship, including their names or personal names and relationships.		Remarks
	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	Name (or name)	Relationship	
Golden Intelligence AI Investment Co., Ltd.	12,429,600	9.59%	0	0.00%	0	0.00%	None	None	None
Person in charge: Wen-Wei Chen	9,000	0.007%	0	0.00%	0	0.00%	None	None	None
SinoPac Commercial Bank trust custody account for restricted shares of Jin Hao Industrial Co., Ltd. (with voting rights but no dividend distribution rights) – 2024 issuance	4,454,000	3.44%	0	0.00%	0	0.00%	None	None	None
Chen Zhengjia	4,151,000	3.20%	0	0.00%	0	0.00%	None	None	None
Huang Meiyu	3,660,000	2.82%	0	0.00%	0	0.00%	None	None	None
Lin Wenhuang	3,261,901	2.52%	0	0.00%	0	0.00%	None	None	None
Song Chu-yun	1,745,000	1.35%	0	0.00%	0	0.00%	None	None	None
Huang Junqi	1,441,000	1.11%	0	0.00%	0	0.00%	None	None	None
Lin Jindeng	1,200,000	0.93%	0	0.00%	0	0.00%	None	None	None
Li Cheng	1,111,000	0.86%	0	0.00%	0	0.00%	None	None	None
Citibank custody Barclays Capital SBL/PB investment account	1,090,000	0.84%	0	0.00%	0	0.00%	None	None	None

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

Unit: shares; December 31, 2025

Reinvested business (Note 1)	The Company's investment		Directors, managerial officers, and investments in businesses directly or indirectly controlled by directors, managers, and directors		Comprehensive investment	
	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio
Ji-Haw Artificial Intelligence Technology (Kunshan) Co., Ltd. (J.H.K)	(Note 2)	100%	-	-	(Note 2)	100%
Ji-Haw Opto-Electrical (Kunshan) Co., Ltd. (J.H.P.)	(Note 2)	40.48%	-	59.52%	(Note 2)	100%
J.B.T Industrial Co., Ltd.（J.B.T）	20,199,999	100%	-	-	20,199,999	100%
Ji-Haw Investment Co., Ltd. (J.H.I.)	300,000	100%	-	-	300,000	100%
JI-HAW TECHNOLOGY VN CO., LTD（J.H.V）	(Note 2)	100%	-	-	(Note 2)	100%
CHINTEK INC.	9,600,000	100%	-	-	9,600,000	100%
Yongxian Think Tank Co., Ltd.	2,000,000	80%	-	-	2,000,000	80%
Heph A.I studios Technology CO., LTD.)	6,000,000	100%	-	-	6,000,000	100%
Jin-Zuan Semiconductor Investment Co., Ltd.	10,320,000	84.16%	-	-	10,320,000	84.16%
CyPhy-Twin Crop. (C.P.T)	-	-	72	75%	72	75%
Shan Yi Investment Co., Ltd.	-	-	17,750,000	84.16%	17,750,000	84.16%
Chuzhou Dingwang Investment Development Co., Ltd. (Chuzhou Dingwang)	-	-	(Note 2)	39%	(Note 2)	39%

Note 1: Investment under equity method.
Note 2: No shares as it is a limited company.

Chapter 3.Capital Overview

I. Capital and shareholding

(I) Source of share capital:

1.History of Capital Formation:

May 2, 2026
Unit: shares /NT$ thousand

Year / month	Issue price	Authorized share capital		Paid-up capital		Remarks		
		No. of shares	Amount	No. of shares	Amount	Treasury stock.	Offset by any property other than cash	Others
2006.09	10	135,000,000	1,350,000	113,657,220	1,136,572	Cash capital increase in the amount of 69,567 Cancellation of treasury stock 18,000	None	Jing-Shou-Shang-Zi No. 09501205050
2007.08	10	135,000,000	1,350,000	119,166,251	1,191,662	Cash capital increase in the amount of 55,090	None	Jing-Shou-Shang-Zi No. 09601205030
2008.10	10	135,000,000	1,350,000	115,912,251	1,159,122	Cancellation of treasury stock32,540	None	Jing-Shou-Shang-Zi No. 09701250140
2009.07	10	135,000,000	1,350,000	112,719,251	1,127,192	Cancellation of treasury stock 31,930	None	Jing-Shou-Shang-Zi No. 09801159490
2023.07	10	180,000,000	1,800,000	112,719,251	1,127,192		None	Jing-Shou-Shang-Zi No. 1123013440 dated July 13, 2023
2025.12	10	180,000,000	1,800,000	125,146,851	1,251,469	Private placement of common stock capital increase124,277	None	Jing-Shou-Shang-Zi No. 11430182590 dated December 9, 2025
2026.02	10	180,000,000	1,800,000	129,646,851	1,296,469	Restricted stock awards of 45,000	None	Jing-Shou-Shang-Zi No. 11530017230 dated February 6, 2026

2.Types of Shares

May 2, 2026; Unit: shares
(Book closure date of the annual general shareholders' meeting)

Type of shares	Authorized share capital			Remarks
	Outstanding shares	Unissued shares	Total	
Common shares	129,646,851 shares	50,353,149 shares	180,000,000 shares	Listed stocks

3. Information related to blanket reporting system : Not applicable.

(II) List of Major Shareholders

May 2, 2026; Unit: shares
(Book closure date of the annual general shareholders' meeting)

Shares / Name of The Major Shareholder	Number of shares held	Shareholding ratio
Golden Intelligence AI Investment Co., Ltd.	12,429,600	9.59%
SinoPac Commercial Bank trust custody account for restricted shares of Jin Hao Industrial Co., Ltd. (with voting rights but no dividend distribution rights) – 2024 issuance	4,454,000	3.44%
Chen Zhengjia	4,151,000	3.20%
Huang Meiyu	3,660,000	2.82%
Lin Wenhuang	3,261,901	2.52%
Song Chu-yun	1,745,000	1.35%
Huang Junqi	1,441,000	1.11%
Lin Jindeng	1,200,000	0.93%
Li Cheng	1,111,000	0.86%
Citibank custody Barclays Capital SBL/PB investment account	1,090,000	0.84%

(III) Company’s dividend policy and implementation

1. Dividend policy stipulated in the Articles of Incorporation:

   If the company’s annual final accounts show a surplus, taxes shall first be paid, past losses from previous years shall be made up, and then 10% shall be set aside as the statutory surplus reserve. However, once the accumulated statutory surplus reserve has reached the amount of paid-in capital, further appropriations may be waived. In addition, depending on the company’s operational needs or legal requirements, a special surplus reserve may be appropriated or reversed. If there is still a remaining balance, together with accumulated undistributed earnings, the board of directors shall allocate 10%–100% of it, prepare a profit distribution proposal, and submit it to the shareholders’ meeting for resolution and distribution.

   The cash dividends shall not be less than 30% of the total dividends. however, if the cash dividends are less than NT$0.1 per share, dividends may be distributed in the form of shares. The rates for earnings distribution are adjusted by resolution of the shareholders meeting depending on the actual profit of the year, capital budget and the Company’s state of capital.

   When the said earnings distribution is made in the form of cash dividends, the Board of Directors is authorized to reach resolution and to report to the shareholders’ meeting.

2. Dividend distribution proposed at the shareholders’ meeting:

   The Company's 2025 loss appropriation proposal was approved by the Board of Directors on March 13, 2026, and it is proposed that no dividends be distributed.

3. Expected material change in dividend policy: No such situation.

(IV) The impact of the stock dividend as proposed in the current shareholders’ meeting on the Company’s operating performance and earnings per share: No such situation.

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

1. The percentage or range of employees’/directors’/supervisors’ remuneration stated in

the Articles of Incorporation:

If the Company has profits in any fiscal year, it shall allocate 3%–15% as employee remuneration (of the employee remuneration amount in this item, not less than 25% shall be allocated as remuneration for lower-level employees), and 1%–5% as director remuneration; however, if the Company has accumulated losses, it shall first reserve an amount to offset such losses.

The aforementioned employee remuneration may be paid in the form of stock or cash, and its recipients may include employees of controlled or affiliated companies who meet certain conditions, with the conditions and allocation methods delegated to the board of directors for resolution. Directors' remuneration may only be paid in cash.

The preceding two items shall be carried out by a special resolution of the board of directors, and reported to the shareholders' meeting.

2. Estimation basis for the amount of compensation for employees, directors, and supervisors for the current period, basis for calculating the number of shares for employee compensation distributed in stock, and the accounting treatment if the actual distributed amount differs from the estimated amount: No such situation.
3. Board of directors' approval of compensation distribution:
   (1) Amount of employee compensation and compensation for directors and supervisors distributed in cash or stock: The company incurred a loss in 2025, therefore it plans not to distribute employee and director remuneration.
   (2) Amount of employee compensation distributed in stock and the ratio to the net profit after tax of the current period's individual or standalone financial statements and the total employee compensation: Not applicable.
4. Actual distribution of compensation to employees, directors, and supervisors in the previous year (including the number of shares distributed, the amount, and the share price), and differences from the recognized compensation should also state the difference, reasons, and handling: Not applicable.The company incurred a loss in 2024, therefore it is proposed that no employee or director compensation be distributed.

(VI) Company's repurchase of its own shares: None.

II. Issuance of corporate bonds:

(I)Issuance of corporate bonds：

May 2, 2026

Corporate bonds categories	Status of the 2nd Domestic Secured Convertible Bond Issuance
Issue (transaction) date	March 26, 2026
Face value	NTD100,000
Place of issue and trading	Taipei Exchange (TPEx)
Issue price	Issued at 105.03% of the face value
Issue amount	NT$450 million
Coupon rate	0% Coupon Rate
Term	Three-Year Term; Maturity Date: March 26, 2029
Guarantor	Sunny Bank Co., Ltd.
Trustee	Land Bank of Taiwan Co., Ltd.
Underwriter	Capital Securities Corp.
Attesting lawyer	Te-Kai Law Firm Shih-Fang Chiu, Attorney-at-Law

Attesting CPA		Deloitte & Touche ,Yao-Lin Huang, Shih-Chieh Chou
Redemption method		The bonds shall be redeemed in a single cash payment at their par value upon maturity.
Unredeemed balance		NT$450 million
Conditions for redemption or early redemption		Please refer to the Terms and Conditions of Issuance and Conversion of the Company's Second Domestic Secured Convertible Bonds.
Restrictive covenants		Please refer to the Terms and Conditions of Issuance and Conversion of the Company's Second Domestic Secured Convertible Bonds.
Name of rating agency, date and result of rating Other rights		NA
Other rights	The monetary amount of common shares, global depositary receipts, or other securities already converted, exchanged, or subscribed up to the annual report publication date	As of the record date for this annual shareholders' meeting, 0 shares have been converted.
	The issuance and conversion, exchange, or subscription rules	Please refer to the Terms and Conditions of Issuance and Conversion of the Company's Second Domestic Secured Convertible Bonds.
The possible dilution of shareholding and influence on shareholder equity caused by the issuance and conversion, exchange, or subscription rules and the terms of issuance.		As of the record date for suspension of share transfers for the annual shareholders' meeting, the outstanding balance is NT$450 million. Based on the current conversion price of NT$12.5, if fully converted into common shares, 36,000,000 shares would need to be issued, resulting in a 21.73% dilution of shareholders' equity, which is not expected to have a material impact.
Name of the custodian institution of the exchangeable underlyings		None.

(II) Information on Convertible Corporate Bond：

May 2, 2026

Type of Corporate Bonds		Eighth domestic unsecured convertible corporate bonds	
Item / Year		2025	From this year to May 2, 2026
Convertible corporate bond Market price	Highest	-	129.40
	Lowest	-	106.95
	Average	-	114.12
Conversion price		-	12.50
Date of issuance and conversion price		-	March 26, 2026 NT$12.5
Method for fulfilling conversion obligation		-	Issuance of new shares

III. Issuance of preferred shares: None.

IV. Issuance of global depositary receipts (GDR): None.

V. Exercise of employee stock option plan (ESOP) :

(I) Employee stock option certificates processing status and the impact on shareholders' equity

May 2, 2026

Types of employee stock option certificates	The first employee stock option certificate of 2024.
Effective date of filing and total number of units	April 9, 2025 4,500 units (1,000 shares per unit)
Issue (processing) date	February 11, 2026
Number of units issued	4,500 units
Remaining number of units available for issuance	0 units
The ratio of the number of subscribed shares issued to the total number of issued shares.	3.47%
subscription period	four years
Method of performance	Issue of new shares
Restrictions on subscription period and ratio（%）	The option holder, after two years have elapsed since being granted employee stock option certificates, may exercise the stock options according to the following schedule: Warrant grant period / Exercisable stock option ratio (cumulative) Upon completion of 2 years / 50% Upon completion of 3 years / 100%
Share quantity has been retrieved	0
Subscription amount has been executed	0
Unexercised subscription quantity	4,470 units
The subscription price per share for those who did not exercise their subscription rights.	12.95
Ratio of unexercised subscription shares to total issued shares（%）	3.45%
Impact on shareholders' equity	The warrants issued this time will be exercised in phases after two years from the issuance date, and will gradually dilute the rights and interests of the original shareholders year by year. However, the dilution effect is still limited and has no material impact on shareholders' equity.

(II) Names of managers who obtained employee stock option certificates and the top ten employees by number of shares that can be subscribed through stock option certificates, along with their acquisition and subscription status

May 2, 2026

	Title	Name	Shares obtained through restricted stock awards	Shares obtained through restricted stock awards as a percentage of current outstanding shares	Restrictions that were lifted				Restrictions not yet lifted			
					Number of unrestricted shares	Issue price	Issuance amount	Number of unrestricted shares as a percentage of current outstanding shares	Number of restricted share	Issue price	Issuance amount	Number of restricted shares as a percentage of current outstanding shares
Manager	Acting General Manager	Jess Lin	660,000	0.51%	-	-	-	-	660,000	12.95	8,547,000	0.51%
	Vice President	Yu-Jui Wu										
	Vice President	Wen-We Chen										
	Finance and Corporate Governance Director	Bo-Rong Chen										
Employees	Chairman (with employee status)	Hao-Ji Shi	1,965,000	1.52%	-	-	-	-	1,965,000	12.95	25,446,750	1.52%
	Subsidiary director (with employee status)	Lai Da-wei										
	Subsidiary R&D Technical Director	Fu Zi-wei										
	Chief Operating Officer of a subsidiary	Zheng Yuchen										
	Deputy General Manager of a subsidiary company	Wu Minlang										
	Deputy General Manager of a subsidiary company	Cai Yongqing										
	Subsidiary CEO	Zhuang Yongyi										
	Subsidiary factory director	Xu Guanzhi										
	Special Assistant to the Chairman	You Xiuqing										
	Specialist	Peng Qianrou										
	Project Manager	Qiu Rongzhen										
	Software engineer	Huang Teng-wei										
	Specialist	Lin Zhejun										

VI. Issuance of restricted stock awards:

(I) Status of the issuance of restricted employee stock and its impact on shareholders' equity:

May 2, 2026

Type of restricted stock awards	2024 First Restricted Stock Award for Employees (New Share Issuance)
Date of approval by competent authorities and total number of shares	April 9, 2025；4,500,000 units
Date of issue	February 3, 2026
Number of new shares from restricted stock awards	4,500,000 units
New restricted employee shares to be issued	0 units
Issue price	Issued free of charge.
Number of new shares from restricted stock awards to current outstanding shares	3.47%
Vesting conditions of restricted stock awards	After employees are granted restricted stock awards, they must remain employed by the Company upon the expiration of each vesting period specified below. In addition, they must achieve an annual individual performance evaluation result of Grade B or above and must not have violated the Company's employment contract, work rules, non-compete and confidentiality agreements, or any contractual obligations with the Company. The percentages of shares that may vest upon satisfying the vesting conditions are as follows: (1) Upon completion of one year of service after allocation: 50% of the allocated shares, subject to achieving an annual individual performance evaluation rating of B or above (inclusive). (2) Upon completing two years of service after the share allocation: 50% of the allocated shares, subject to achieving an annual individual performance evaluation rating of B or above.
Restricted rights of restricted stock awards	(1) After employees are granted restricted stock, and before the vesting conditions have been satisfied, they may not sell, pledge, transfer, gift, create any encumbrance on, or otherwise dispose of such restricted stock, except by inheritance. (2) Before employees satisfy the vesting conditions after being granted new shares, their rights to attend shareholders' meetings, submit proposals, speak, vote, and participate in elections shall be the same as those attached to the Company's issued common shares and shall be exercised in accordance with the trust custody agreement. (3) With respect to the restricted new employee shares allocated to employees under these Regulations, before the vesting conditions have been satisfied, other rights, including but not limited to rights to receive dividends, stock dividends, distributions from legal reserve and capital reserve, etc., shall not carry any entitlement to profit distribution. The

	relevant operational procedures shall be implemented in accordance with the trust custody agreement. (4) From the company's ex-rights (book closure) dates for bonus share issuance, cash dividend, and cash capital increase subscription, the share transfer suspension period stipulated under Article 165, Paragraph 3 of the Company Act, or any other statutory suspension period arising from actual circumstances, up to the record date for rights distribution: employees who meet the vesting conditions during this period shall have the timing and procedures for lifting restrictions on their vested shares handled in accordance with the trust custody agreement or relevant regulations. (5) During the vesting period, if the Company carries out a capital reduction in cash or other non-statutory capital reductions that reduce capital, the restricted employee shares shall be canceled in proportion to the capital reduction. If it is a cash capital reduction, the refunded cash shall be placed in a trust and may only be delivered to employees after the vesting conditions and period have been met; however, if the vesting conditions are not met upon expiration of the period, the Company will recover such cash.
Custody of restricted stock awards	The restricted employee stock issued in this offering will be held in a stock trust custody arrangement prior to the fulfillment of the vesting conditions.
Handling restricted stock awards allocated or subscribed to by employees who fail to meet vesting conditions	The company shall be entitled to repossess it free of charge and carry out cancellation.
Number of restricted shares taken back or bought back	46,000 units
Number of shares with restrictions lifted	0 unit
Number of shares with restrictions not yet lifted	4,454,000 units
Number of shares with restrictions percentage of current outstanding shares (%)	3.44%
Impact on shareholders equity	The dilutive effect on the company's earnings per share is still limited; therefore, it has no significant impact on shareholders' equity.

(II) Names of managers who have received restricted share awards cumulatively and Top 10 employees in terms of the number of shares they acquired and the status of acquisition：

May 2, 2026

<table>
<tr><th rowspan="2"></th><th rowspan="2">Title</th><th rowspan="2">Name</th><th rowspan="2">Shares obtained through restricted stock awards</th><th rowspan="2">Shares obtained through restricted stock awards as a percentage of current outstanding shares</th><th colspan="4">Restrictions that were lifted</th><th colspan="4">Restrictions not yet lifted</th></tr>
<tr><th>Number of unrestricted shares</th><th>Issue price</th><th>Issuance amount</th><th>Number of unrestricted shares as a percentage of current outstanding shares</th><th>Number of restricted shares</th><th>Issue price</th><th>Issuance amount</th><th>Number of restricted shares as a percentage of current outstanding shares</th></tr>
<tr><td rowspan="3">Manager</td><td>Acting General Manager</td><td>Jess Lin</td><td rowspan="3">430,000</td><td rowspan="3">0.33%</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">430,000</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">0.33%</td></tr>
<tr><td>Vice President</td><td>Wen-We Chen</td></tr>
<tr><td>Finance and Corporate Governance Director</td><td>Bo-Rong Chen</td></tr>
<tr><td rowspan="10">Employees</td><td>Chairman (with employee status)</td><td>Hao-Ji Shi</td><td rowspan="10">1,465,000</td><td rowspan="10">1.13%</td><td rowspan="10">-</td><td rowspan="10">-</td><td rowspan="10">-</td><td rowspan="10">-</td><td rowspan="10">1,465,000</td><td rowspan="10">-</td><td rowspan="10">-</td><td rowspan="10">1.13%</td></tr>
<tr><td>Subsidiary R&D Technical Director</td><td>Fu Zi-wei</td></tr>
<tr><td>Chief Operating Officer of a subsidiary</td><td>Zheng Yuchen</td></tr>
<tr><td>Deputy General Manager of a subsidiary company</td><td>Wu Minlang</td></tr>
<tr><td>Deputy General Manager of a subsidiary company</td><td>Lin Shuqi</td></tr>
<tr><td>Deputy General Manager of a subsidiary company</td><td>Cai Yongqing</td></tr>
<tr><td>Subsidiary CEO</td><td>Zhuang Yongyi</td></tr>
<tr><td>Special Assistant to the Chairman</td><td>You Xiuqing</td></tr>
<tr><td>Subsidiary Chief Financial Officer</td><td>Zhuang Caimin</td></tr>
<tr><td>Software engineer</td><td>Huang Teng-wei</td></tr>
</table>

VII. Mergers, acquisitions or issuance of new shares for acquisition of shares of other companies：None.

VIII. Financing plans and implementation

As of the quarter preceding the date of printing of the annual report, for the plans involving previous issuances or private placements of securities that have not yet been completed, or that were completed within the past three years but whose intended benefits have not yet materialized, the content and implementation status of the plans:

1. Project items and content:

(1) The private placement of common shares for 2025 was approved at the shareholders' regular meeting on June 30, 2025. Within one year from the date of the shareholders' resolution, up to 20,000 thousand shares of common stock will be issued in two tranches through a private placement.

(2) On October 29, 2025, the first private placement of 12,427,600 common shares has been completed, with a price of NT$12.07 per share, raising NT$150,001 thousand in funds; the number of shares not yet issued is 7,572,400 shares.

(3) Project items and planned implementation progress:

Unit: NT$ thousand

Plan items	Scheduled completion date	Total required funding amount	Planned fund utilization progress
			2025
			Q4
reinvestment	The 4th quarter of 2025	150,001	150,001
Total		150,001	150,001

(4) Expected benefits that may be generated：

The company's private placement of common shares this time raised NT$150,001 thousand, mainly for reinvestment purposes, in order to achieve sustainable corporate development and expand its market presence. After securing stable long-term funding, the company will be able to reduce operating costs, improve its financial structure, enhance management efficiency, and strengthen its competitive advantage, which will have a positive impact on shareholders' equity.

2. Execution status

Unit: NT$ thousand

<table>
<tr><th>Plan items</th><th colspan="3">Execution status</th><th>Reasons for being ahead of or behind schedule and improvement plan</th></tr>
<tr><td rowspan="4">reinvestment</td><td rowspan="2">Amount disbursed</td><td>Reservation</td><td>150,001</td><td rowspan="4">It has been completed in accordance with the funding utilization progress in the fourth quarter of 2025.</td></tr>
<tr><td>actual</td><td>150,001</td></tr>
<tr><td rowspan="2">Execution progress</td><td>Reservation</td><td>100%</td></tr>
<tr><td>actual</td><td>100%</td></tr>
</table>

The company's private placement capital increase of NT$150,001 thousand for this issuance was received on October 29,2025, and was used in accordance with the plan in November and December of 2025 for reinvestment projects. The main uses included a total of NT$90,494 thousand invested in subsidiaries such as Cintian Technology, Jinzuan, and JBT to support working capital needs for the subsidiaries' business development; NT$22,874 thousand used to increase the equity transaction amount for acquiring additional shares in subsidiary Jinzuan; and NT$42,996 thousand invested in Junhan Intelligent (a security surveillance product manufacturer) to meet future operational and business requirements. In summary, the company's private placement capital increase was fully executed in the fourth quarter of 2025.

3. Evaluation of execution effectiveness

Due to intense competition in the cable and connectivity market, and the overall economic situation being affected by U.S. President Trump's tariff policies and inflation, resulting in sales performance falling short of expectations, the company's profitability has declined. Considering the company's medium- to long-term development strategy, it plans to allocate funds toward reinvestment in other ventures in order to partially shift toward the AI sector. In the long term, this is expected to have a positive impact on shareholders' equity. However, since the funds were not received until October 29, 2025, and implementation only began in November and December, the benefits of the reinvestment had not yet materialized as of the publication date of this annual report.

Chapter 4.Business Overview

I. Business activities

(I) Scope of business

1. Principal business activities:

01. B202010 Non-metallic Mining.
02. C801110 Fertilizer Manufacturing.
03. C802070 Agro-pesticides Manufacture.
04. C802100 Cosmetics Manufacturing.
05. C802990 Other chemical products manufacturing.
06. C901010 Ceramics and Ceramic Products Manufacturing.
07. CC01020 Electric Wires and Cables Manufacturing.
08. CC01080 Electronic Components Manufacturing.
09. CC01110 Computer and Peripheral Equipment Manufacturing.
10. CC01990 Other Electrical Engineering and Electronic Machinery Equipment Manufacturing.
11. F106030 Wholesale of Molds.
12. F107050 Wholesale of Fertilizers.
13. F108011 Wholesale of Traditional Chinese Medicine.
14. F108021 Wholesale of Western Medicines.
15. F108031 Wholesale of Medical Devices.
16. F108040 Wholesale of Cosmetics.
17. F199990 Other Wholesale.
18. F207050 Retail Sale of Fertilizer.
19. F208040 Retail Sale of Cosmetics.
20. F299990 Other Retail Sale.
21. F119010 Wholesale of Electronic Materials.
22. F206030 Retail Sale of Molds.
23. F219010 Retail Sale of Electronic Materials.
24. F118010 Wholesale of Information Software.
25. F218010 Retail Sale of Information Software.
26. F213030 Retail sale of Computers and Business Machines.
27. F113050 Wholesale of Computers and Clerical Machinery Equipment.
28. F399040 Retail trade without storefront.
29. F401010 International Trade.
30. I301010 Information Software Services.
31. I301020 Data Processing Service Industry.
32. I301030 Electronic Information Supply Services.

33. I199990 Other Consulting Services.

34. IG01010 Biotechnology Services.

35. IZ99990 Other Industrial and Commercial Services.

36. ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

2. Weight of business:

Product	Weighting (%)
Connectors	93
Others	7

3. The Company's current products:

(1) Wire and cable processing and manufacturing of wire and circuit boards.

(2) Precision electronic sockets, connectors and related components.

(3) Molds, injection molding, stamping parts and other electronic parts for electronic components.

(4) Various cable assemblies for signal transmission and various cables.

(5) Applications for automotive wire and cable assemblies, automotive sensor wire assemblies, and other wire and cable assemblies.

(6) Flexible flat cable and ultra-thin coaxial cable for NB/TV/monitor.

(7) Face recognition machine

(8) One-stop AI solution for all fields

4. New products planned for development:

Although the connector industry is a mature market, its demand has remained stable and continues to grow. Looking ahead, the company will focus on high-frequency, high-speed, and high-precision connectivity technologies, and will deepen its strategic deployment in the server and automotive electronics sectors. In addition to the core development of connectors and components, we are also committed to providing comprehensive process solutions to address the diverse applications of technological innovation and smart living, thereby expanding broader business development opportunities.

In the 3C market segment, with the evolution of technology, Type-C has established itself as the mainstream connection standard. The trend toward thinner and lighter laptops has driven an urgent demand for Type-C interfaces, which offer the advantages of high-speed data transmission, audio and video output, and efficient power delivery, making them a key standard feature in modern devices. Our company's R&D focus will move toward greater precision, high performance, and multifunctional integration, while introducing production technologies with economies of scale to strengthen cost competitiveness and market advantages.

For server and data center applications, in response to the surging demand for cloud computing and AI high-performance computing, high-speed transmission technology has become a key area of development. Our company is actively developing server-specific technologies including PCIe, CXL, and optoelectronic hybrid transmission, providing transmission solutions with high bandwidth and low latency to support the ever-growing demand for data processing.

In the fields of automotive electronics and smart industry, supply chain stability and product reliability are core competitive factors. Automotive connectors feature high technical barriers and long certification cycles, and have become an important driving force for industry growth in recent years. Our company will continue to work closely with leading international automakers and supply chain partners to develop in-vehicle connection solutions that meet high durability and high safety standards, while gradually integrating into the smart transportation ecosystem to increase market share.

Upholding the core vision of "ConnectingAI," the company is committed to helping customers connect with and deeply develop in the AI industry. As a hardware-software integration enterprise, we provide comprehensive solutions covering AI computing, edge devices, and automation applications through an integrated service model spanning design, R&D, production, and sales. In the future, Jin Hao will continue to deepen technological research and development, link the AI industry chain, and create greater value and possibilities for the era of intelligentization.

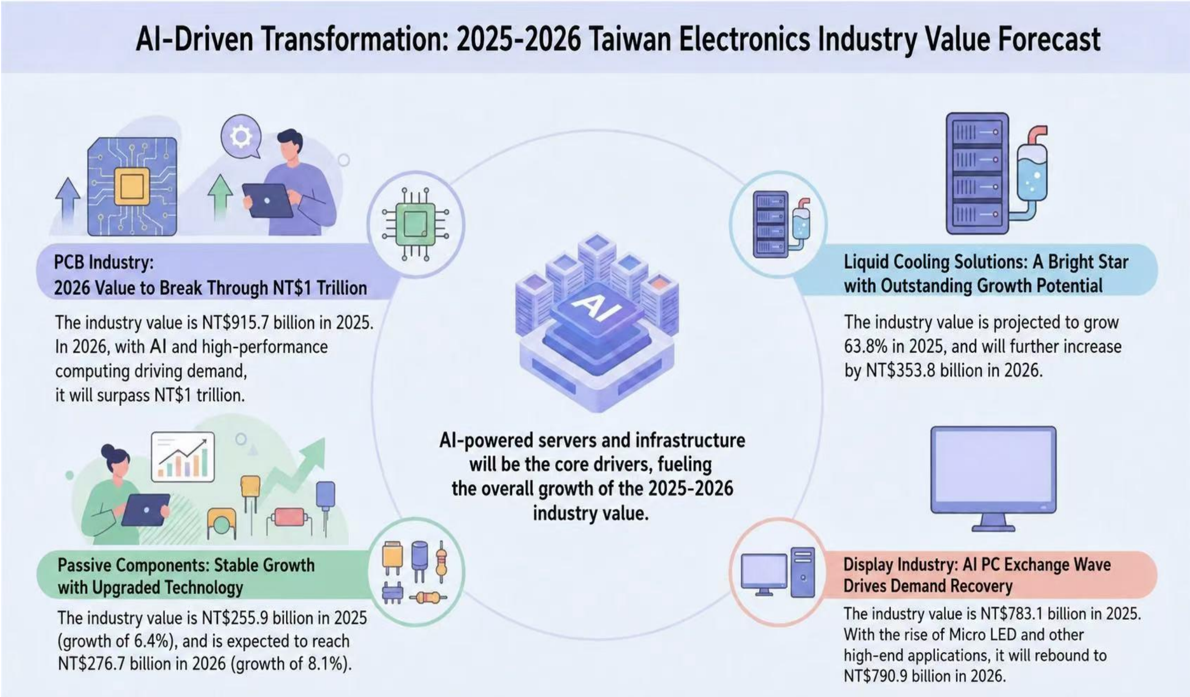
(II) Industry Overview

1. Current Status and Development of the Industry

From the fourth quarter of 2025 to early 2026, the core issues in the industry revolve around AI infrastructure and upgrades to high-end consumer electronics specifications. Traditional pure copper wiring is reaching its transmission limits, and the market is rapidly shifting toward a transition of "fiber advancing, copper retreating" and "multi-functional composite cables." Benefiting from a recovery in demand for electronic end products and communications, Taiwan's electronic wire and communication cable output value showed a growth trend in the first ten months of 2025, with a year-on-year increase of 3.5%. Meanwhile, the sharply rising demand for high-speed transmission in AI servers has become the strongest driving force for the fiber optic and cable market, even offsetting the impact of weak traditional telecom demand.

In the consumer electronics sector, upgrades in interface standards are a key highlight, mainly focusing on improvements in transmission speed and charging power. As of December 2025, Thunderbolt 5 has gradually become a standard feature in mid-to-high-end devices, officially leading the market into an era of ultra-high-speed transmission. Although initial adoption will show a "slow but steady" progression, it is expected to become more widely adopted by 2027. Meanwhile, hybrid cables are on the rise, with growing market demand for cables capable of transmitting both "power" and "data" simultaneously. The global hybrid cable market is projected to grow at a compound annual growth rate of 5.32% starting from 2026, with the Asia-Pacific region as the primary market.

With the increasing demand for data centers and high-performance computing, the connector market is rapidly shifting toward high-speed transmission specifications above 6Gbps. Although traditional low-speed connectors still hold a large market share, the growth momentum has already shifted to high-speed products.



ITRI stated that, driven by the construction of AI infrastructure, the rise of AI servers is redefining the value chain of the electronics industry. Taiwan's electronics industry, from upstream materials to key components, is demonstrating strong momentum. This not only brings rapid market demand growth, but also drives product upgrades and technological transformation, moving comprehensively toward "high-end development" and "high value-added development."

Industrial Technology Research Institute (ITRI) Industrial Economics and Knowledge Center analyst Zhang Hongyi pointed out that as the concept of AI PCs continues to gain traction, along with a replacement wave driven by the end of Windows 10 updates, the IT product market is gradually recovering, injecting a new wave of growth momentum into Taiwan's display panel industry. The output value in 2025 is projected to reach NT$783.1 billion, with an annual growth of approximately 0.1%.

Looking ahead to 2026, LCD products will still be the mainstream in the market, and with the support of Mini LED backlight technology, they are expected to rapidly expand in the fields of televisions and automotive applications. Micro LED is anticipated to gradually expand into high-end application areas such as televisions, smart watches, automotive displays, and CPO advanced packaging. Driven by multiple technological pathways, the output value of Taiwan's panel industry in 2026 is expected to recover to NT$790.9 billion, with an annual growth of approximately 1.0%.

Analyst Hsiao Rui-chung from the Industrial Technology Research Institute's Industry, Science and Technology International Strategy Center further pointed out that, with the rapid expansion of the AI server market, Taiwan's passive components industry is entering a period of steady growth opportunities. In addition, the AI application boom is driving a continuous increase in shipments of high-end products, which has also led to simultaneous growth in both market demand and product value. The output value in 2025 is projected to reach NT$255.9 billion, an annual increase of approximately 6.4%.

Looking ahead to 2026, as AI infrastructure continues to advance and high-performance computing applications become increasingly widespread, advanced AI applications will drive upgrades in industry standards and technological innovation, becoming the main source of momentum for the next wave of growth. The output value in 2026 is expected to increase to NT$276.7 billion, with an annual growth rate of 8.1%, driving Taiwan's passive components industry to steadily move toward higher-end and higher-value development.

Notably, Chen Zhi-Yu, an analyst at the Industrial Technology Research Institute's Industrial Economics and Knowledge Center, pointed out that as demand for AI server applications continues to rise, the global liquid cooling market is steadily expanding. At present, major Taiwanese thermal management companies have already gained a significant share of the server cold plate market, and orders continue to increase.

Compared with traditional air-cooling solutions, liquid cooling systems have a clear advantage in the gross margin structure of components and have therefore become an important driving force in boosting the overall industry output value. The output value in 2025 is projected to reach NT$266.6 billion, with an annual growth rate as high as 63.8%, making it the most outstanding-performing sub-sector of electronic components in recent years.

Looking ahead to 2026, in addition to existing water cooling plate and immersion cooling technologies, emerging solutions such as microchannel cold plates, microfluidic cooling, and the potentially highly efficient superfluid cooling technology are all entering active research and validation stages. This indicates that liquid cooling heat dissipation is moving into a new phase characterized by diversification and high performance advancement. It is projected that output value in 2026 will further rise to NT$353.8 billion, with an annual growth rate of approximately 32.7%, demonstrating strong growth potential driven by the development of AI infrastructure.

Analyst Zhang Yuansong of the Industry, Science and Technology International Strategy Center at the Industrial Technology Research Institute further stated that AI servers have now become the core growth engine of Taiwan's and even the global PCB industry. They are not only driving strong order demand, but also pushing simultaneous upgrades in product technology and materials, accelerating the industry toward higher value-added development. A market structure of "rising both volume and price" is gradually taking shape, with output value in 2025 projected to reach NT$915.7 billion, an annual increase of about 12.1%.

However, the pressure from tightening supply of key advanced materials such as Low Dk/Low CTE glass fiber cloth and HVLP copper foil is increasingly intensifying. Although this may affect shipment pace in the short term, it could also drive up material prices, further reflecting in product value and becoming a new growth momentum supporting industry development. Driven by multiple applications such as AI, high-performance computing, and advanced packaging, the output value in 2026 is expected to surpass the 1 trillion mark, with an annual growth of approximately 9.7%, demonstrating Taiwan's continuously deepening key position in the global electronics supply chain.

Global device shipment volume

Global technology devices of all kinds experienced a wave of recovery and growth in 2025, but looking ahead to 2026, due to severe shortages of memory and storage components and soaring costs, the consumer electronics market will face significant structural challenges.

In the case of personal computers (PCs) and AI PCs, the steady recovery in 2025 is driven by the Windows 11 upgrade cycle and enterprise hardware replacement demand, with the global PC market showing a significant rebound in 2025. Research firm Omdia points out that global PC shipments in 2025 are expected to reach approximately 279 million units, a year-on-year increase of 9.2% (of which laptops account for about 220 million units and desktops about 59 million units). Gartner's data also shows shipments exceeding 270 million units, a year-on-year increase of 9.1%. Due to the rise of embedded artificial intelligence (AI PCs), AI PCs are becoming a new standard for enterprise procurement. Gartner estimates that AI PC sales in 2025 will reach 77.8 million units, accounting for 31% of the global market. However, in 2026, due to a sharp rise in memory and storage costs for mainstream PCs (increases of 40% to 70%), IDC significantly revised its forecast downward in early 2026, estimating that global PC shipments will decline by 11.3% in 2026. Although shipment volumes are decreasing, the increase in average selling price (ASP) is expected to drive slight revenue growth of 1.6% in the global PC market, according to IDC. To ensure profit margins and cope with surging costs, PC manufacturers will shift their focus toward high-end products, reduce mid- and low-end configurations, and may even scale back RAM and SSD capacities in entry-level models. At the same time, AI PC penetration is expected to exceed 50% in 2026.

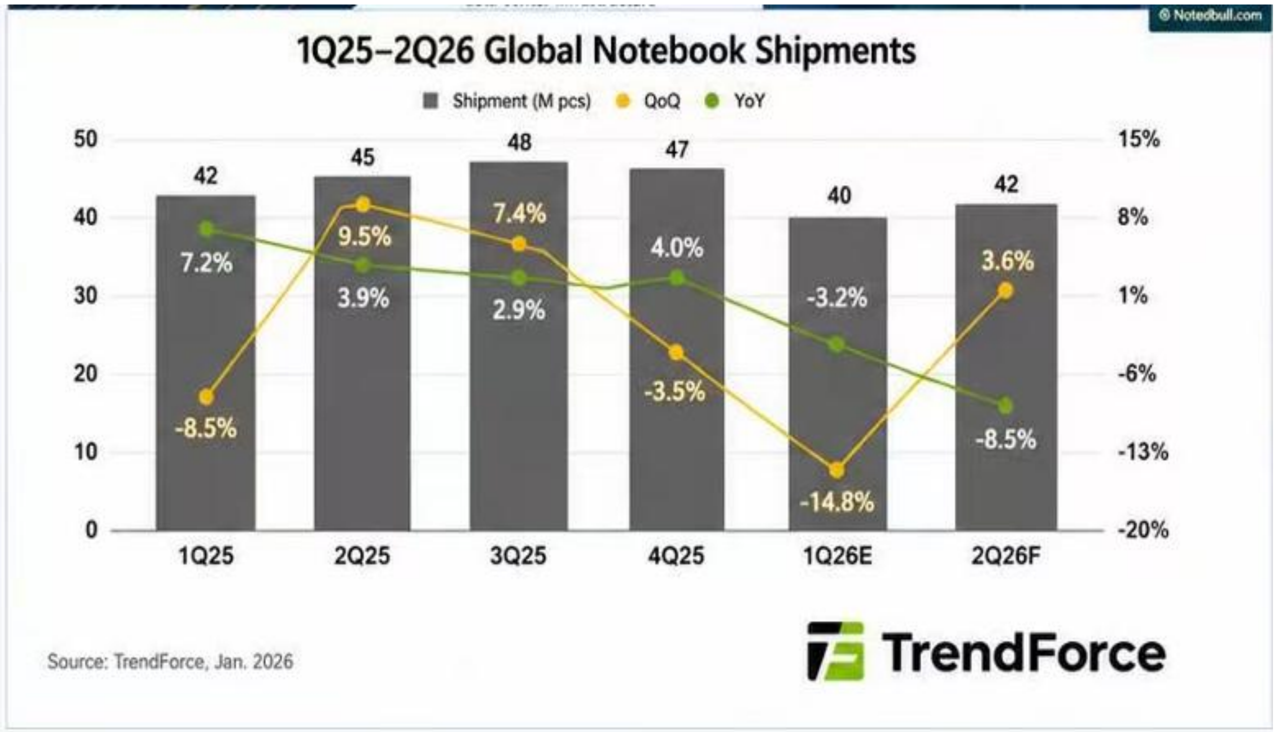
In the segment of smartphones and generative AI smartphones, global smartphone shipments in 2025 reached approximately 1.25 to 1.26 billion units, with year-on-year growth of about 1.5% to 1.9%. Among them, Apple benefited from strong sales of the iPhone 17 series, achieving a record-high shipment volume and firmly maintaining its position as the global leader. Meanwhile, smartphones equipped with generative AI capabilities are rapidly becoming widespread; as of the third quarter of 2025, cumulative global shipments have already exceeded 500 million units.In 2026, the smartphone market is also expected to be affected by the global memory shortage crisis, with the impact likely to be more severe than that on the PC market. IDC forecasts that global smartphone shipments in 2026 will drop sharply by 12.9%, falling to around 1.1 billion units, marking the lowest annual shipment level in more than a decade. Counterpoint Research has also issued a pessimistic forecast of a 12% decline.Because low-end smartphones have extremely thin profit margins, it is difficult for them to absorb the sharply rising component costs. Many manufacturers may choose to exit the low-price segment (such as devices under $150), which will lead to a decline of more than 20% in emerging markets that rely on low-end phones (such as Africa and the Middle East). Despite the unfavorable overall environment, generative AI smartphones will continue to gain adoption, with expectations of expanding into the mid-range market of $350–$400, and achieving the milestone of surpassing 1 billion cumulative shipments by the third quarter of 2026.

As for tablets, the global market continued to recover in 2025, with annual shipments reaching 162 million units, an increase of 9.8% year over year, marking the highest annual shipment volume since the pandemic in 2020. Apple maintained its market dominance thanks to the iPad 11 and the iPad Pro equipped with the M5 chip. Also facing the threat of rising memory prices, demand for tablets in 2026 will come under greater pressure. Market growth will become more selective, relying mainly on high-end model replacement cycles in developed markets and experiences driven by AI ecosystems such as Apple Intelligence or Gemini.

Servers and AI servers, benefiting from the massive investments by cloud service providers (CSPs) in AI infrastructure, saw the global server market reach a record high in the fourth quarter of 2025, with quarterly revenue exceeding 125 billion USD (over 50% year-on-year growth). Among these, GPU-equipped systems accounted for more than half of the overall market. TrendForce predicts that capital expenditures by North American CSPs will grow by 40% year on year, driving global AI server shipments in 2026 to surge by more than 28%. As AI shifts from "model training" to "inference services (Inference)," the enormous demand for inference computing is also driving the expansion and replacement of general-purpose servers. Global server (including AI servers) shipments in 2026 are expected to grow by 12.8% year on year. Meanwhile, the rise of ASIC servers is notable: AI servers equipped with custom chips (ASICs) are expected to increase their share to 27.8%, a new recent high, mainly driven by major companies such as Google expanding the deployment of in-house developed chips.

In summary, the global device market in 2025 presents a thriving outlook. AI is the absolute core running through all product lines in 2025—from AI server deployments in the cloud to AI PCs and GenAI smartphones in consumers' hands. Manufacturers have successfully stimulated consumers' willingness to upgrade devices through innovative technologies, driving a strong recovery in the overall hardware industry. However, the "early pull-in of shipments" behavior by major manufacturers at the end of 2025 in order to lock in costs also signals that 2026 will face severe challenges of component shortages (especially memory) and price increases.

Global notebook PC shipment volume and changes in growth rate



According to a TrendForce survey, in 2025, because notebook products enjoy tariff-free treatment when imported from Southeast Asia into the United States, and because the supply chain previously accelerated capacity deployment in the region in response to reciprocal tariff policies imposed by the U.S. Trump administration, capacity has gradually been put in place. Annual notebook shipments are expected to grow by about 2.2%, surpassing 180 million units.

Observing the shipment momentum in 2025 by quarter, the second quarter performed particularly strongly. On one hand, laptops manufactured in Southeast Asia and exported to the U.S. continued to enjoy zero tariffs, prompting brands to actively front-load shipments. On the other hand, the Chinese market benefited from subsidy policies driving a wave of device replacement, while Japan saw continued shipment momentum from the GIGA School 2.0 education program, leading to a quarterly shipment increase of 9.5%.

Starting from the second half of 2025, there has been pressure from a significant rise in memory prices. Beginning in early 2026, there are also challenges from a phased CPU supply shortage and price increases. In addition, costs of components such as PCBs, batteries, and power management ICs are rising simultaneously. This is expected to lead to a 14.8% quarter-on-quarter decline in global laptop shipments in Q1 2026.

TrendForce indicates that CPUs account for approximately 15–30% of a laptop's total BOM cost, depending on the device's specifications. At present, most low-end and mainstream-priced products still primarily use Intel CPUs. However, due to Intel's price increases for entry-level processors, and a potential supply gap that may not see slight improvement until after March, laptop brands are facing additional pressure on product configuration and shipment pacing.

From a memory-side analysis, it is estimated that in Q1 2026, contract prices for DRAM and SSDs used in laptops will increase quarter-over-quarter by 80% and over 70%, respectively. The magnitude of the upward movement is higher than expected. In addition, laptop brands have been actively shipping since Q4 2025, leading to a rapid decline in memory inventory weeks. However, starting in Q1 2026, due to a decline in brands' fulfillment rate from memory suppliers, flexibility in sourcing memory is constrained, which in turn affects production schedules and shipment pacing.

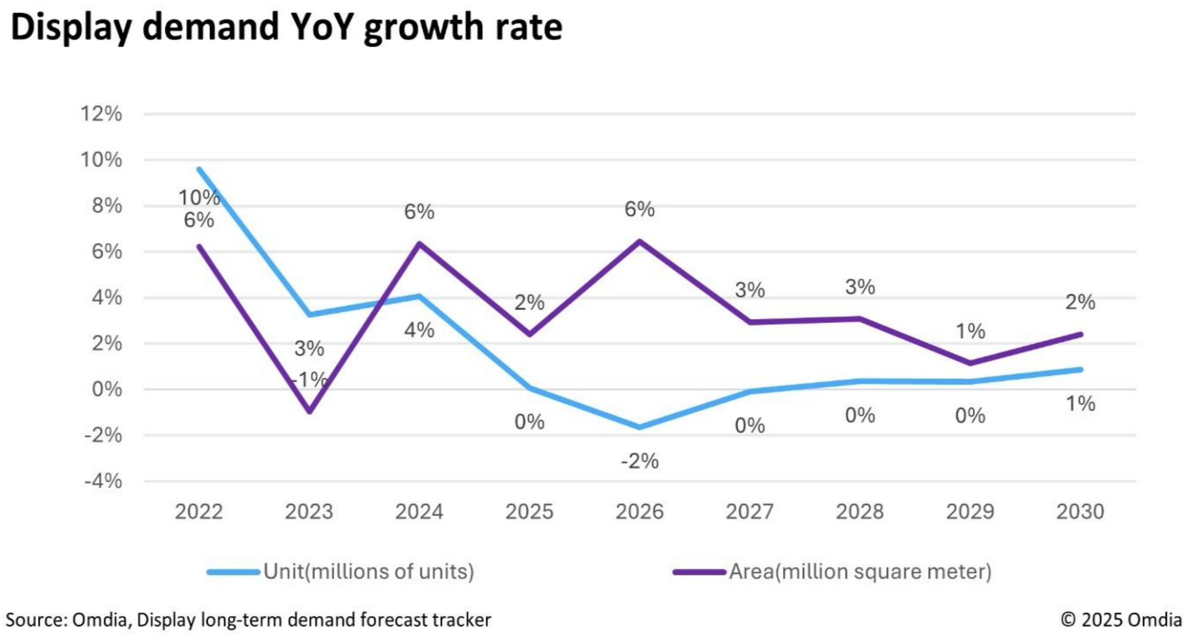
TrendForce points out that the cost of another component, PCBs, is also being driven up by factors such as increased design complexity and soaring copper prices. As the number of motherboard layers increases due to upgrades in mid- to high-end laptop specifications, the gradual rise in PCB costs will become a structural trend.

Upgrading laptop specifications has also driven up the cost of a single-unit battery. In addition, a rebound in lithium battery material prices has pushed battery quotes higher. At the same time, the rising power consumption of laptop CPUs and NPUs has also increased demand for power management IC configurations. Beyond that, the adoption of new standards such as Wi-Fi 7 and USB4 has further raised the cost of related chips and connectors. Although the price increases of these individual components are not as large as those of memory or CPUs, their combined impact still creates a tangible burden for laptop brands with relatively low profit margins.

Even if supply risks expand, brands remain optimistic about shipment forecasts for the first quarter of 2026. However, TrendForce considers that brands may not be able to secure all materials by the scheduled time point and therefore projects that global laptop shipments in the first quarter will decline 14.8% quarter-over-quarter, while the second quarter is expected to see a mild quarter-over-quarter increase due to improved Intel CPU availability.

As for the full-year performance in 2026, due to the combined effects of supply-side bottlenecks and unclear brand strategies, shipment volumes are expected to decline further from the previously estimated year-on-year decrease of 5.4% to a larger decline of 9.4%. TrendForce analysis indicates that, with memory prices remaining high and unstable CPU supply, the laptop market will face a certain degree of uncertainty in the short term. Going forward, how brands respond to potential changes in the supply environment of key components—such as adjustments to costs, inventory, and product strategies—as well as end-user demand's reaction to price increases, will be key factors determining the market trend in the second half of 2026.

Global display shipments and growth rate trends



According to Omdia's report, global demand for display panel area in 2026 is expected to grow by 6% year-on-year. Due to uncertainty in U.S. import tariff policies and a slowdown in economic growth, display panel shipment volume is expected to decline by 2%. However, driven by growing demand for large-sized display panels, overall area demand will still remain strong.

It is expected that the area demand in the display panel market in 2025 will grow by only 2%, a slower rate than in 2024. This is mainly due to supply chain changes triggered by U.S. import tariff policies, as well as weak consumer demand.

Omdia display panel research senior principal analyst Ricky Park stated: "Despite uncertainty surrounding tariff policies, as display technology advances and the trend toward larger sizes continues, demand for display panel area will maintain strong growth. In particular, as reductions in production costs gradually become apparent, we expect larger-sized display panels to enter the consumer market at more attractive prices."

Top five global PC shipment volumes and changes in growth rates

Q4 2025 global top five PC shipment volumes, market share, and year-on-year growth rates

Top 5 Companies, Worldwide Traditional PC Shipments, Market Share, and Year-Over-Year Growth, Q4 2025 (Preliminary results, shipments are in millions of units)

Company	4Q25 Shipments	4Q25 Market Share	4Q24 Shipments	4Q24 Market Share	4Q25/4Q24 Growth
1. Lenovo	19.3	25.3%	16.9	24.2%	14.4%
2. HP Inc	15.4	20.1%	13.7	19.7%	12.1%
3. Dell Technologies	11.7	15.3%	9.9	14.2%	18.2%
4. Apple	7.1	9.3%	7.1	10.2%	0.2%
5. ASUS	5.4	7.1%	4.9	7.0%	10.9%
Others	17.4	22.8%	17.2	24.7%	1.5%
Total	76.4	100.0%	69.7	100.0%	9.6%

Source: IDC Quarterly Personal Computing Device Tracker, January 12, 2026

2025 global top five PC shipment volumes, market share, and year-on-year growth rates

Top 5 Companies, Worldwide Traditional PC Shipments, Market Share, and Year-Over-Year Growth, 2025 vs. 2024 (Preliminary results, shipments are in millions of units)					
Company	2025 Shipments	2025 Market Share	2024 Shipments	2024 Market Share	2025/2024 Growth
1. Lenovo	70.8	24.9%	61.8	23.5%	14.5%
2. HP Inc.	57.5	20.2%	53.0	20.1%	8.4%
3. Dell Technologies	41.1	14.4%	39.1	14.8%	5.2%
4. Apple	25.6	9.0%	23.0	8.7%	11.1%
5. Asus	20.5	7.2%	18.0	6.8%	13.4%
Others	69.3	24.3%	68.3	25.9%	1.4%
Total	284.7	100.0%	263.3	100.0%	8.1%
Source: IDC Quarterly Personal Computing Device Tracker, January 12, 2026					

According to the latest IDC report, although the personal computer (PC) market is expected to face turbulence over the next year, global PC shipments in the most recent holiday quarter still exceeded market expectations. In Q4 2025, global PC shipments grew nearly 10% year-over-year, reaching a total of 76.4 million units.

Microsoft's termination of support for the Windows 10 system is undoubtedly one of the key factors driving the rise in PC shipments. However, IDC also pointed out that, in response to potential changes in tariff policies and the global memory shortage issue, PC manufacturers had previously been proactively building up inventory in advance.

In the fourth quarter of 2025, Lenovo shipped 19.3 million units, ranking first, with a year-on-year growth of 14.4%; HP shipped 15.4 million units, with a year-on-year growth of 12.1%. Dell, with a growth rate of 18.2%, ranked first among the top three, shipping 11.7 million units; Apple's Mac shipments for the quarter were 7.1 million units, roughly flat compared to the same period last year; ASUS shipped 5.4 million units, with a year-on-year growth of 10.9%.

IDC indicates that the holiday season typically drives higher market demand, and the surge in shipments at the end of 2025 was further boosted by emerging memory shortage issues. Given that memory prices are expected to rise in 2026, brand manufacturers and channel buyers have been rushing to secure inventory in advance, further pushing up shipment levels for the quarter.

Due to a supply shortage driven by a surge in demand for artificial intelligence (AI) data centers, prices of random access memory (RAM) and NAND flash memory solid-state drives (SSDs) have risen significantly in recent months. PC manufacturers such as Lenovo and Dell have increased their efforts to stockpile memory, but these inventories may be depleted within a few months, potentially leading to higher PC prices and even prompting changes in product configurations.

IDC's Research Vice President stated: "In addition to the upward pressure on overall system prices announced by some vendors, in order to maintain existing memory inventories, we may also see an overall downgrade in memory configuration specifications for PC products. The market conditions over the coming year are destined to be extremely volatile."

IDC predicts that in 2026, the average selling price of PCs will increase. To offset the pressure brought by rising memory costs, PC manufacturers will shift their product focus toward mid-to-high-end models. All signs indicate that throughout 2026, the PC market will face an AI-driven market storm.

Global automotive shipment volume and changes in growth rate

Global automobile sales in 2025 showed a slight growth of 1.8%. Although the overall auto market was affected by the impact of U.S. reciprocal tariffs, the momentum of early vehicle purchases still supported a slight increase in global sales.

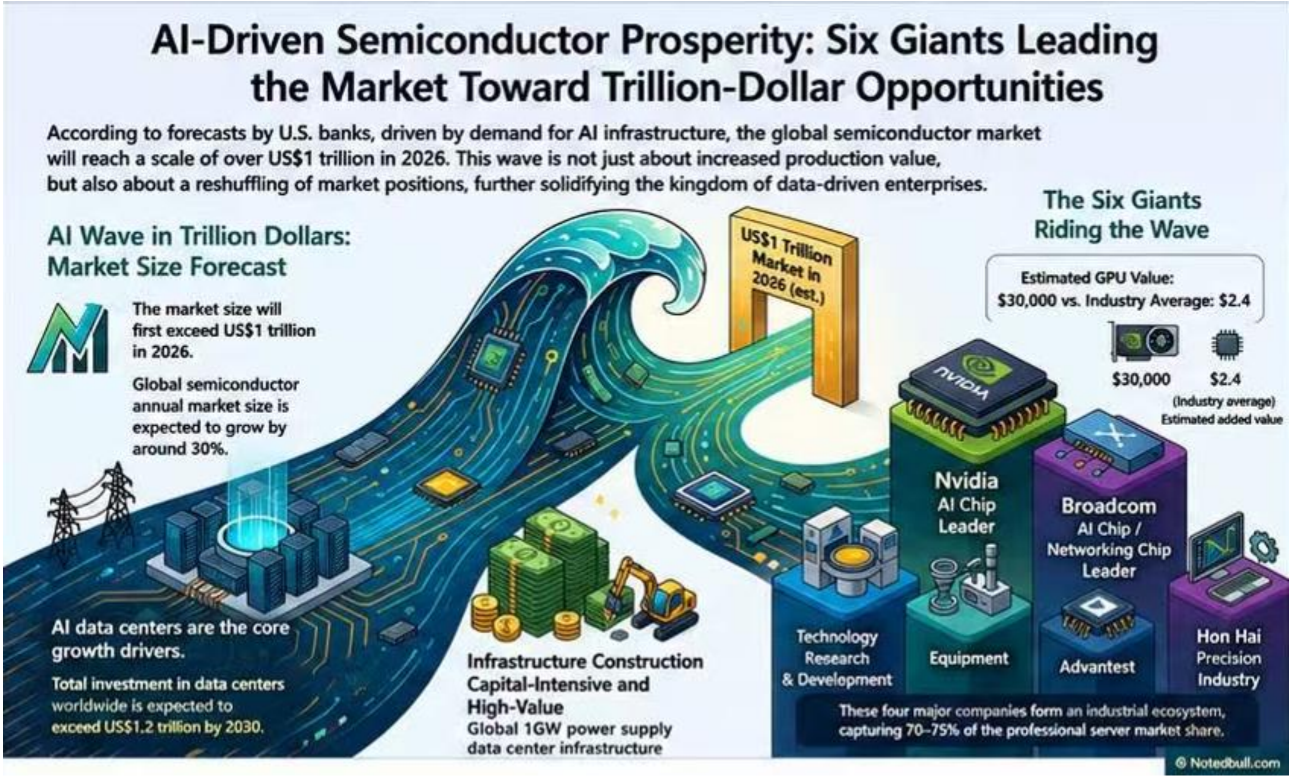
In country-by-country sales rankings, China continues to hold the top position in global automobile sales; meanwhile, the Japanese market, after successfully emerging from the shadow of the vehicle model certification issue, has seen sales return to a growth trend.

In 2025, the market share of the four major automotive brand groups all showed a slight increase. The most notable change was the rise of Chinese brands, with BYD's sales officially surpassing Ford, and Geely's sales also successfully overtaking Honda.

The global electric vehicle (EV) market continues to grow strongly, with global EV sales significantly outperforming the overall automotive market. Although the fourth quarter may be affected by U.S. tariff policies, the combination of countries actively implementing net-zero carbon reduction goals and the gradual affordability of electric vehicle prices is expected to drive global EV sales to grow substantially by 12.6%. Overall, the global electric vehicle market share is projected to successfully exceed the 30% threshold in 2025.

Looking at the performance of the Taiwanese market and the competitive landscape of domestic automakers, Taiwan's total car sales in 2025 are expected to maintain a steady scale of 413,000 units. However, the market share of domestic cars is projected to slightly decline to 50.5%. In terms of domestic car sales rankings, Kuozui Motors and China Motor Corporation will continue to firmly hold the top two positions, while Sanyang Motor is expected to surpass Yulon Motor for the first time this year, reshaping the existing market order. Despite concerns over U.S. tariff impacts, the stable sales performance of domestically produced hybrid models, along with the government's extension of tax incentives such as exemption from commodity tax and vehicle license tax for electric vehicles, are expected to significantly boost Taiwan's EV market penetration to 37.2% in 2025.

Global AI market size



Bank of America (BAC) latest in-depth research shows that analysts predict 2026 will become a key milestone in semiconductor history. The global annual semiconductor market is expected to grow by 30% and surpass the $1 trillion mark for the first time in history.

The report points out that this growth driven by AI infrastructure is not only redefining the scale of the technology industry, but is also giving rise to a group of industry leaders with absolute market monopoly power. The report states that the total addressable market for AI data center systems is expected to exceed 1.2 trillion US dollars by 2030, with a compound annual growth rate as high as 38%. Among them, the AI chip market alone contains business opportunities worth up to 900 billion US dollars.

In this wave of the semiconductor boom, Nvidia and Broadcom are regarded as the core forces driving the transformation. Nvidia is currently recognized as the leader in the AI computing field, and the report emphasizes that Nvidia's competitive advantage lies in the extremely high added value of its products. In other words, the price of a single GPU is about $30,000, which stands in stark contrast to the global semiconductor industry's average price of only about $2.4 per chip.

As for Broadcom, it plays an irreplaceable role in the field of AI connectivity technology and custom chips (ASICs). Broadcom specializes in further developing dedicated custom chips for hyperscale cloud service providers seeking to reduce their dependence on a single supply source. This strategic transformation has been highly recognized by the market, and industry analysis institutions such as Goldman Sachs have also affirmed Broadcom's expertise in custom design.

In addition to Nvidia and Broadcom, Bank of America has also selected four other key companies to form a "six giants" list leading a $1 trillion wave. These companies include Lam Research, KLA, Analog Devices (ADI), and Cadence Design Systems. The core logic behind Bank of America's stock selection lies in their dominant market positions and strong gross margins. According to the report, these companies typically hold a 70% to 75% market share in their respective specialized fields (such as equipment manufacturing, inspection, analog integrated circuits, and design tools). As AI deployment becomes increasingly capital-intensive, these service providers positioned at critical nodes of the industry chain will continue to benefit.

The report also emphasizes that the construction of AI infrastructure is not only a technological competition, but also a contest of financial strength. In particular, building a facility with a power capacity of 1 GW costs more than 60 billion USD, of which about half will be directly allocated to hardware equipment. Major tech companies continue to increase their investments, which is seen as a necessary measure to maintain competitive advantage and protect existing revenues. Although the market may face volatility and risks ahead, Bank of America believes that driven by factors such as high utilization rates, supply constraints, and the widespread adoption of AI on the enterprise side, this demand supports the resilient performance of leading semiconductor companies in 2026 and beyond.

Overall, the semiconductor industry is transitioning from traditional component supply to building an AI-centric ecosystem. Although the market may experience short-term volatility, the expectation that the global market will surpass 1 trillion USD indicates that semiconductors have become the most fundamental infrastructure of the modern economy.

And this AI infrastructure race is like building a modern metropolis on an unprecedented scale. If Nvidia is a power plant providing the engine of power, Broadcom is the sophisticated transportation network connecting the entire city, while Lam Research, KLA, ADI, and Cadence are like expert teams providing construction machinery, design blueprints, and precision inspection. These six companies each perform their own roles, jointly supporting this trillion-dollar digital city.

2. Industry Upstream, Midstream, and Downstream Linkages:

The connector industry chain is composed of upstream raw material supply, midstream manufacturing and processing, and downstream end-use applications. The cost of upstream raw materials accounts for approximately 60% of total manufacturing costs. In terms of material composition, metal materials represent the largest share of consumption, followed by plastic materials, with electroplating materials ranking next. Midstream manufacturers primarily focus on core processes such as product research and development, design, assembly, and manufacturing. Downstream applications span a wide range of industries, including automotive, computers, communications, industrial equipment, military and aerospace, transportation, and healthcare, demonstrating the broad market demand for connectors as critical foundational components.

3. Trends in Product Development:

The connector industry is a highly specialized and technology-intensive sector, and its development trends are closely aligned with the dynamics of today's high-tech application markets. As various electronic application technologies continue to evolve toward greater functional diversification, product miniaturization, and intelligent integration, connector manufacturers must also adapt to these technological directions by adjusting their industry models and implementing precise strategic planning.

4. Competitive Landscape:

Industry	Major manufacturers and competitors in the same industry
Power cords	Linetek Electronic, Longwell, Wonderful Wire,Sunf Pu Technology,
FFC	HIGH-TEK, HUA LI, CviLux Corporation, MEC IMEX INC.

Electronic transmission line	HIGH-TEK, HUA LI, Hotron Precision Electronic Industrial, MEC IMEX INC.

(III) Technology and R&D overview

1. Recent annual and up to the date of the annual report, the invested research and development expenses:

Unit: NT$ thousand; %

Item \ Year	2025	For the current year up to and including May 2, 2026.(Note)
R&D expenses	86,023	-
Operating income	754,644	-
R&D expenses as a percentage of operating income	11.40%	-

Note: As of the date of report, 2026 Q1 data audited by the accountants have not been disclosed. Hence, there are no quarterly data.

2. Technologies or products developed successfully:

(1) Development of new products has improved yield rates and OEM production shipments.

A. High-bandwidth cables such as Type-C and USB 4.1: Introducing a semi-automated mass production process.

With the rapid advancement of processor computing performance and display technologies, the demand for data transmission and video bandwidth between devices has increased significantly, making traditional cables increasingly unable to meet these evolving requirements. Driven by EU regulations mandating interface standardization, as well as the joint efforts of Apple, Intel, and the USB Implementers Forum, Type-C and high-speed transmission standards have become the market norm. Such high-specification cables must support high current capacity, high bandwidth, low signal loss, and low crosstalk, presenting substantial technical challenges for manufacturers. Leveraging its strong technological expertise and long-standing customer relationships, the Company has successfully developed products compliant with the USB 4.1 specification. Through design optimization and manufacturing automation, it has effectively enhanced production efficiency and product quality, and has now entered a stable mass-production stage.

B. Transmission Cable Assemblies for Vehicle Control Wiring Harnesses and Edge Computing Applications.

Electric vehicles and autonomous driving technologies are shaping the future direction of the automotive industry. Their core lies in the efficient transmission of edge-computing data and system stability to ensure driving safety. As supply chain structures are reorganized, the rise of emerging automakers is creating significant market opportunities. To address the challenges of vibration and extreme climate conditions in automotive environments, our company has engaged in early-stage collaborative design with customers to develop highly reliable wiring harness solutions, which have successfully passed validation and entered mass production. Going forward, we will continue integrating intelligent functions such as multimedia, positioning, and safety monitoring, further strengthening our presence in automotive electronics.

C. Automation, Robotics, Industry 4.0 Production Automation Wiring Group

In response to the global trend toward industrial automation, wire harness products must possess outstanding physical characteristics such as abrasion resistance, heat resistance, oil resistance, and electromagnetic interference (EMI) shielding. To meet the diverse requirements of Industry 4.0 applications, Jin Hao has adopted a flexible, high-mix low-volume production model, enhancing product adaptability and ensuring a stable supply in complex operating environments.

D. Research and optimization of Type-C adapter (dongle) and active cable assembly components.

With the trend toward lighter, thinner end-user devices and simplified interfaces, Type-C adapters and dedicated cable assembly products have become key peripherals. Our company collaborates with leading international IC design manufacturers to develop a variety of adapter products for different brand clients. As technical specifications are updated, our company continues to carry out firmware optimization and hardware upgrades to meet the evolving demands of high-speed transmission, while introducing new products to maintain its market-leading position.

E. Electronic assembly and processing, edge computing, and key components for the Internet of Things (IoT)

With the widespread adoption of Internet of Things (IoT) technology, intelligent appliance monitoring is transforming consumer behavior. Jinhao adopts a dual-track approach of “external technology collaboration” and “internal independent R&D” to develop innovative products that support smart devices. At the same time, the company has set the establishment of its own brand and distribution channels as its strategic goal, aiming to enhance market competitiveness and profitability through brand value, thereby injecting sustained growth momentum into the consumer electronics sector.

(2) Process and product improvement

A. Strengthen the application capability of information tools, and continuously improve efficiency, security, and yield in real time.

The core of management lies in ensuring the timeliness and accuracy of information. With the impact of global environmental changes and mobility restrictions, the value of information transmission has risen to a strategic level. In this context, the Management Information System (MIS) acts as the company’s central nervous system, responsible for integrating and analyzing key data on production, sales, and inventory, effectively eliminating human bias or decision-making errors caused by information lag, thereby improving responsiveness and accuracy. Through continuous system optimization, the company has achieved real-time analysis of dimensions such as efficiency, yield rate, timeliness, losses, and costs, enabling management to quickly issue directives in response to internal and external changes. In addition, the information system also assists overseas sites in improving operational efficiency, ensuring customer delivery commitments, and demonstrating the company’s high standards in management and service.

B. Use ERP management thinking to optimize processes and improve the rationality of production, sales, and inventory.

Facing severe price reduction pressure in the electronics manufacturing industry, the efficient utilization of various resources is the key to achieving profit targets. Our company adopts advanced computerized data management and integrates industrial engineering methods such as TOC (Theory of Constraints) to deeply examine and optimize production bottlenecks. Through precise control of production line cycle time and motion smoothness, and by promoting the transformation toward automation and semi-automation in processes, we meet the strict JIT (Just-In-Time production) requirements of major international manufacturers. In addition, through in-depth analysis of production and sales data, we effectively improve finished goods inventory management and reduce material receiving errors, enhancing overall production efficiency and alleviating the operational pressure caused by fluctuations in customer demand.

C. Progressively introduce automated and modularized manufacturing processes to enhance production resilience and competitiveness.

In response to labor shortages and external environmental challenges, the company has established a phased goal of transitioning from semi-automation to full automation, while continuously enhancing employees' technical proficiency to ensure smooth processes; full automation will become the core for maintaining future competitive advantages. To reduce the impact of human operations on quality, the company has introduced a modular production model, and through mold optimization combined with high-precision automated inspection equipment, has significantly improved product yield and production efficiency. This transformation marks an important milestone in the evolution of the company's manufacturing processes, and in the future the company will continue to invest in the research and development of automation equipment to comprehensively enhance manufacturing quality.

D. Upgrade high-frequency measurement technology and production line investment to ensure excellent transmission quality.

With the evolution of display technologies and advanced transmission requirements, the demands on transmission cables for high bandwidth, low feedback, low crosstalk, and low impedance characteristics have become increasingly stringent. To meet customers' needs for high-quality connectivity solutions, our company has increased R&D investment and introduced advanced high-frequency testing equipment. This equipment can precisely test the high-frequency characteristics of various products such as Type-C, HDMI, USB, and optical hybrid cables (AOC), ensuring compliance with design specifications. Through early-stage testing and verification mechanisms, design optimization and process defect elimination can be carried out in a timely manner, improving product stability. After completing equipment calibration and validation, production capacity will be further expanded to support mass production, ensuring that the products maintain excellent market competitiveness.

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

In response to geopolitical factors, industry development trends, and significant changes in domestic and international business environments, the Company adjusts its organizational structure through various long-term and short-term plans in order to enhance its overall competitiveness. The following is a summary description of the Company's long-term and short-term plans:

1. Short-Term Development

   (1) Product Marketing:

   A. Accurate grasp of market trends: As the global electronics components industry recovers, and demand for AI, high-performance computing (HPC), and cloud servers continues to grow, the company will conduct in-depth analysis of core customers' market dynamics and sales trends, precisely align with market demand, thereby reducing inventory risks and improving resource utilization efficiency, and avoiding resource buildup caused by forecasting errors.

   B. Deepen customer relationship management: strengthen cooperation and maintenance with existing customers, participate in new projects through a co-development (Co-Development) model, solidify opportunities for new product introduction, and ensure a leading advantage in key markets.

   C. Expand the business footprint and customer base: actively recruit professional talent with new market development capabilities, promote a diversified customer portfolio strategy, and reduce the operational risks caused by fluctuations in a single market through the expansion of business scope.

   D. Grasping forward-looking technological business opportunities: closely monitor industry development trends, collaborate with leading industry customers to develop next-generation transmission products, and focus on deploying active optical fiber (AOC, HDMI), SFP, embedded optical modules (EOM), and semiconductor-related application fields.

   E. Implement profit realization and capacity optimization: strengthen a profit-oriented management mechanism, continuously optimize capacity allocation, reduce inventory turnover pressure, and maximize the overall operational efficiency of the company's resources.

   (2) In terms of production strategy

   A. Global decentralized production footprint: In response to changes in the international trade landscape and customer demand, implement a distributed production strategy. In addition to continuously expanding the production capacity of the Thailand production base, we are also actively strengthening the supply chain layout in Southeast Asia to enhance operational resilience.

   B. Supply chain resilience and integration: Carefully select and cultivate high-quality suppliers, strengthen external resource integration and real-time monitoring capabilities, and ensure the stability and quality standards of material supply; also make good use of local processing resources to optimize the overall material turnover efficiency of the supply chain.

   C. Improve production logistics efficiency: Enhance capacity forecasting and control mechanisms, reduce work-in-process (WIP) inventory and transportation costs, and improve the coordinated logistics capabilities between logistics and production.

   D. Engineering technology and process optimization: Establish a dedicated engineering technology team to deeply participate in development discussions during the product design stage, improving prototyping efficiency and mass production yield; at the same time, continuously promote process optimization projects through the introduction of industrial engineering (IE) methods and automation equipment.

E. Information management and early warning: deepen the application of management information systems, optimize material management efficiency to reduce backlog, and establish an accurate inventory level alert mechanism to achieve the goal of real-time regulation and control.

F. Equipment performance and quality stability: Continuously upgrade production equipment and fixtures to improve process precision and the level of automation, ensuring a high degree of consistency and stability in product quality.

(3) Research and development

A. Leading technology transformation strategy: closely following the evolution of global connectivity technologies, increasing R&D investment in USB 4.1, e-DP, Type-C, and high-performance optical fiber modules; and expanding solar interconnection technologies to ensure that the technology portfolio stays aligned with market trends.

B. Cross-disciplinary R&D resource integration: Combine external R&D capabilities to collaboratively develop emerging fields such as medical biotechnology, green recycling, solar energy, automotive electronics, and 3D sensing applications, thereby expanding diversified technology application markets.

C. Green manufacturing processes and regulatory compliance: Continuously monitor changes in global environmental protection regulations, keep abreast of developments in eco-friendly materials and green manufacturing processes, and introduce environmentally friendly production technologies in a timely manner to meet the international market's requirements for sustainable production.

D. Emerging market demand assessment: regularly evaluate niche markets such as the energy industry, Industry 4.0, automotive electronics, and smart healthcare, and develop innovative products in line with business progress to expand the application scope of the company's products.

E. Biotechnology and precision machining applications: Expand applications in the biotechnology industry, introduce materials and processing technologies dedicated to medical and agricultural biotechnology, leverage advantages in precision manufacturing processes to enter high-barrier markets, and enhance the company's long-term competitiveness.

(4) Management

A. Digitalized management system integration: Strengthen and optimize the management information system, enhance data integration capabilities for production efficiency, quality control, and cost management, and ensure the timeliness, accuracy, and scientific basis of business decision-making.

B. Talent development and localization strategy: Actively promote talent recruitment and development programs, attract global management talent to strengthen organizational resilience; for overseas production sites, continue to implement localized operating models, optimize talent structure and reduce expatriate costs, while enhancing the cohesion and operational stability of local employees.

2. Long-Term Development

(1) Product Marketing:

A. Deeply developing high-end optical communications and cross-domain applications: focusing on the field of high-precision and ultra-high-speed transmission optical communication products, closely tracking the evolving trends in servers, the automotive industry, industrial applications, the energy sector, and the communications market. Through co-developing products that meet cloud computing requirements with key customers, and actively exploring the broad application potential of optical communication technology in consumer electronics, in-vehicle systems, and medical fields.

B. Building a globalized strategic logistics system: In accordance with customer demand and localization trends, establish duty-free or bonded warehousing facilities in key strategic regions around the world, and even set up small-scale regional reprocessing sites, in order to shorten delivery lead times (Lead Time) and significantly enhance service response efficiency.

C. Diversified market development and external resource integration: Actively participate in leading industry exhibitions and academic seminars, and by integrating external resources, develop growth opportunities in emerging niche markets such as AI, medical biotechnology, solar energy, 3D printing, and environmental recycling.

D. Deepen the layout in the new energy and electric vehicle market: continue to extend the product line into the new energy and electric vehicle (EV) sector, develop more diverse application scenarios, and strengthen the brand's market position in the future transportation ecosystem.

(2) Production policy

A. Improve the global technical support service network: Plan to establish strategic offices in major global markets to provide real-time technical consultation and business support, thereby enhancing customer loyalty and overall satisfaction.

B.Expanding manufacturing capabilities and vertical integration: continuously increasing manufacturing capacity, introducing PCBA (SMT/DIP) processes, and combining precision mechanical component assembly technology to position for future market opportunities in integrated assembly and maintenance services.

C.Promoting smart manufacturing and precision technology: enhancing the application level of automation technology, and continuously advancing fully automated production to reduce reliance on labor; at the same time, using high-precision machining technology to improve the competitiveness of high-end products in the international market.

D.Implementing sustainable competitiveness and biotechnology deployment: Continue to monitor the technological evolution of environmental protection, recycling, and biotechnology application equipment, and carefully evaluate and introduce relevant production lines to strengthen the company's sustainable competitive advantage in the green economy.

(3) Research and Development Strategy

A.Develop next-generation high-speed transmission technology: In response to future demand for cable products with high speed, low loss, and low crosstalk, plan to introduce high-precision drawing and stranding equipment as well as forward-looking process technologies to meet the technical specifications of ultra-high-bandwidth transmissions such as Thunderbolt and Type-C.

B.Link external R&D capabilities and technological collaboration: Integrate external R&D resources and establish strategic partnerships with global technology partners to jointly develop next-generation wiring harness solutions, ensuring that the company maintains a leading position in technological evolution.

(4) Management

A.Strengthening market data analysis and strategic decision-making: improving the accuracy of market intelligence collection, enhancing the dimensions of data analysis, and establishing a collaborative cooperation mechanism with external project teams, thereby accurately evaluating and introducing potential business opportunities, ensuring long-term competitive advantage.

B.Implement digitalized management and operational efficiency: Through the comprehensive upgrade of the Management Information System (MIS), ensure that real-time operational information is accurately transmitted to decision-making levels. Promote full-process and form digitalization, implement paperless management, and significantly improve overall operational efficiency.

C.Maximize resource allocation and capital efficiency: optimize overall resource allocation and integrate outsourced supply chain resources to strengthen bargaining and negotiation power. At the same time, properly dispose of ineffective equipment within the plant, optimize capital utilization efficiency, and enhance overall production momentum.

II. Market, production, and sales

(I) Market analysis

1. Sales regions of the Company’s main products:

Unit: NT$ thousand; %

Sales area		2024		2025	
		Sales amount	%	Sales amount	%
Export Sales	Asia	997,305	86.55	578,093	76.61
	Americas	6,770	0.59	49,800	6.60
	Europe	33,034	2.87	30,803	4.08
Subtotal		1,037,109	90.01	658,696	87.29
Domestic Sales		115,061	9.99	95,948	12.71
Total		1,152,170	100.00	754,644	100.00

2. Market share:

Due to the fact that there are no specific market statistics for electronic cables and connectors, only the total market value of the cable industry and the approximate share of the major competitors are analyzed, as follows:

Industry	Major manufacturers and competitors in the same industry
Power cords	Linetek Electronic, Longwell, Wonderful Wire,Sunf Pu Technology,
FFC	HIGH-TEK, HUA LI, CviLux Corporation, MEC IMEX INC.
Electronic transmission line	HIGH-TEK, HUA LI, Hotron Precision Electronic Industrial, MEC IMEX INC.

According to market research data, the global wiring harness processing market has a total output value of approximately 60 billion USD, while our company’s market share is about 0.1% to 0.2%. Although the current market share is relatively low, this also means that our company has extremely broad development space and growth potential. With the rapid development of global industries such as electronics, electric vehicles, communication equipment, and industrial automation, the demand for high-quality, high-performance connecting cables will continue to rise, further bringing enormous business opportunities to our company.

3. Future Market Supply and Demand, and Growth Potential:

Our company's cable assembly products are primarily used in computers and their peripheral devices, communications equipment, consumer electronics, industrial control systems, and automotive electronics. Benefiting from continuous innovation in the above application areas and the expansion of market reach, demand for cable assembly products has consistently maintained a steady growth trend. The following provides a detailed analysis of future demand trends in the main application industries:

(1) 3C high-frequency product market: The Type-C interface has now firmly established its dominant position in the market. As laptops continue to evolve toward thinner and lighter designs, the number of traditional ports has been reduced, further increasing the urgent demand for universal Type-C interfaces. In addition, changes in lifestyle in the post-pandemic era have made remote video conferencing and working from home increasingly normal, continuously driving momentum in the laptop and tablet markets.With its outstanding transmission speed, high-capacity data transfer capability, and broad cross-device compatibility, Type-C adoption will continue to rise. Its technological advantages in high-speed data exchange, high-quality video output, and powerful power transmission (Power Delivery) have also led to steadily increasing market acceptance and penetration.

(2) Server, automotive electronics, and industrial control markets: With the global expansion of data centers and the widespread adoption of cloud computing technologies, server architectures have an increasingly urgent demand for high-speed, high-bandwidth interconnect cables. At the same time, the rapid rise of the electric vehicle (EV) industry has made in-vehicle connectivity a core strategic transformation direction for connector manufacturers. Due to the high technical barriers of automotive connectors, long product certification cycles, and extremely stringent requirements for service life and stability, they have become a key driving force behind the steady revenue growth of the connector industry in recent years. In addition, the in-depth development of industrial automation and smart manufacturing has also simultaneously boosted demand from industrial control equipment for precision interconnect cables. It is expected that the market size in this field will continue to expand as industries upgrade in the future.

4. Competitive Niche:

(1) In terms of research and development innovation

Our company's R&D team has over ten years of extensive industry experience, and the core members have an average tenure of more than five years within the company, demonstrating outstanding capability in mastering market trend dynamics and the evolution of technical specifications. In terms of development methodology, the company adopts the JDVM (Joint Development and Value Management) and JDSM (Joint Development and Supplier Management) models, working in deep collaboration with leading global clients to co-develop high-precision cable assemblies. Over the past ten years, it has cumulatively developed more than ten thousand types of products, covering key specifications such as network connection cables, HDMI 2.1 high-speed transmission cables, USB 2.0/3.0/4.0, and Type-C. Its R&D achievements have repeatedly received recognition in the industry. In addition, the company continues to extend its technological reach into optical communications, 3D sensing, and the energy industry. Through external strategic collaboration and technical proposals, it has built high technological barriers, effectively widening the gap with competitors.

(2) With respect to production and manufacturing

The company places great emphasis on innovation and iteration in production processes, continuously investing R&D resources to optimize manufacturing workflows, increase the proportion of automated production, and achieve the goal of operational cost optimization. We are equipped with a diverse and advanced range of production machinery, including extrusion machines, bunching machines, single-twisting machines, stranding machines, braiding machines, cutting machines, winding machines, reeling machines, wire stripping machines, forming machines, stripping and crimping machines, terminal crimping machines, automatic soldering machines, and semi-automatic assembly lines. All of the above equipment has been optimized and improved by our internal technical team to ensure a high level of product quality stability and maximization of production efficiency. In terms of capacity layout, the company has large-scale production bases in Kunshan, China and Thailand, and is actively expanding into the Vietnamese market. Leveraging a globalized production footprint to optimize supply chain efficiency, we further strengthen overall market competitiveness.

(3) With respect to business sales

The business model has successfully transitioned from pure OEM manufacturing to an ODM/JDM model with design and development capabilities, establishing deep strategic partnerships with customers. Since the products are developed through customized projects, they possess a high degree of irreplaceability, effectively increasing customers' switching costs and thereby strengthening long-term customer loyalty. Leveraging agile R&D capabilities, strong supply chain synergy, strict quality control, and flexible delivery mechanisms, supported by an efficient information management system, the company is able to maintain stable customer relationships and drive continuous business growth in a highly competitive market environment.

5. Prospects for development, favorable and unfavorable factors, and response strategies:

(1) Positive factors

A. Demand for automotive wiring harnesses and connectors continues to grow

With the evolution of the global automotive industry, the enhancement of vehicle safety standards, and the widespread application of advanced driver assistance systems (ADAS), demand for automotive wiring harnesses and connectors has grown steadily. In particular, the popularization of electric vehicles (EVs) has created an even more urgent need for high-power, high-transmission-stability connectivity components. In addition, innovations in in-vehicle electronics, infotainment, and intelligent driving technologies continue to drive the expansion of global market demand.

B. Obtain international major manufacturers' quality certification

Our company and its subsidiaries have successfully passed quality certifications from many internationally renowned OEM manufacturers, demonstrating that our products possess outstanding stability and quality. This not only strengthens the brand's reputation but also ensures that the company's products comply with stringent global regulatory standards, laying a solid foundation for expanding international market business and building deep customer trust.

C. Actively position and develop forward-looking key industries
Our company has long been deeply engaged in forward-looking technology fields such as optical communications and semiconductors, which have become core driving forces in automotive applications, industrial control, energy, and big data computing. In addition, for high-potential markets such as 3D sensing, AI edge computing, Industry 4.0, renewable energy, and biotechnology, the company actively participates in industry chain development through forward-looking R&D deployment, ensuring a strategic position at the forefront of future technology trends.

D. Global logistics network optimization to improve cost efficiency
To strengthen market competitiveness, our company is promoting global supply chain integration, achieving cost reduction and efficiency improvement through optimized production and sales allocation. In addition to having production bases in Zhangpu, Kunshan, China, and Thailand, we also maintain close collaboration with supply chain partners in southern China; in the future, we plan to further expand into Vietnam, leveraging the advantages of localized production to reduce labor costs and enhance supply chain flexibility.

E. Vertical integration and coordination of internal and external resources
Our company focuses on the production of connecting cables and has established a comprehensive vertically integrated system covering processes such as plastic pelletizing, wire manufacturing, mold development, and plastic injection molding. Supported by a mature outsourcing management mechanism, we can flexibly allocate production capacity according to market demand, ensuring maximum production efficiency and rapid response to customer needs.

F. Efficient information management platform to support decision-making
Introduce advanced enterprise management information systems to ensure the real-time nature and accuracy of operational data, assisting management in implementing data-driven decision-making. Through big data analysis, anticipate potential risks and promptly adjust operational strategies to ensure the company's flexibility and resilience.

G. Continuously improve equipment and process technology
The company is committed to improving the level of automation of production equipment. Through independent innovation and technological optimization, the R&D team develops production processes that meet the market demands for high performance and low cost, ensuring it maintains a leading position in industry competition.

(2) Negative factors

A. Global economic variables affect end demand

With inflationary pressure and changes in the interest rate environment, demand momentum in the consumer electronics market has slowed, causing fluctuations in the revenue of related component industries. The company must flexibly adjust its business strategy to reduce the impact of economic cycles on its operations.

B. The future of the PC/NB market remains uncertain.
In the post-pandemic era, demand for remote work has declined, and the PC/NB market has entered a plateau phase of growth. Brand customers are cautiously optimistic about future prospects, and demand for related components presents challenges.

C. US-China trade and geopolitical risks

The U.S.–China trade conflict has not only disrupted direct economic and trade exchanges between the two major economies, but has also had a profound impact on the stability of global supply chains and overall industrial layout. The resulting tariff barriers have forced companies to bear heavier cost burdens when importing raw materials and exporting finished products, thereby compressing their overall international competitiveness. In response to this supply chain uncertainty, many companies have begun to reassess their global production capacity allocation, gradually shifting manufacturing focus to Southeast Asia or other regions with cost advantages in order to avoid potential tariff risks. In addition, structural changes in the labor market should not be overlooked. Our company must accelerate the introduction of production line automation and robotics, reduce reliance on traditional labor, and further strengthen the resilience and robustness of the supply chain, ensuring that production operations can remain stable and efficient amid changing circumstances.

D. Mainland China's rising labor costs and labor shortage challenges

In recent years, wage levels in mainland China have continued to rise, coupled with a tightening labor market supply, causing a significant increase in corporate operating costs, with an especially severe impact on labor-intensive manufacturing industries. As the Chinese government promotes a transformation policy of "domestic demand–driven growth," its economic growth momentum is shifting from export expansion toward the domestic market, further widening the labor shortage in basic manufacturing sectors. Enterprises are facing the dual severe challenges of recruitment difficulties and rising labor costs. To resolve this predicament, our company must enhance efficiency through automation upgrades in production processes and a transition toward smart manufacturing, while strategically seeking production bases with more advantageous labor costs, such as Vietnam and Thailand, in order to ensure long-term industrial competitiveness and stable gross profit levels.

E. Exchange Rate Fluctuations

Exchange rate fluctuations have a significant impact on companies that are highly dependent on imports and exports, especially during periods of dramatic changes in the international political and economic situation, when volatility in the currency markets increases substantially, thereby exacerbating operational risks for businesses. Changes in exchange rates are directly reflected in revenue performance, raw material procurement costs, product pricing strategies, and market competitiveness. In the face of high uncertainty in the foreign exchange market, companies must establish a rigorous risk management mechanism, monitor exchange rate trends in real time, and accurately assess foreign exchange exposure. By flexibly adjusting procurement timing and pricing models, they can mitigate the impact of exchange rate fluctuations on operational results, ensuring that the company maintains financial stability and sustained growth in a changing international financial environment.

(3) Response Strategies

In order to maintain a leading position in a rapidly changing external environment, the company continues to strive for the dual enhancement of technological research and development effectiveness and management depth. At the market strategy level, we are actively strengthening our global presence, deepening customer relationship management, and promoting collaborative innovation in products and process technologies to increase added value. At the same time, the company is accelerating the comprehensive upgrade and digital transformation of its internal management information systems, optimizing operational data analysis capabilities, thereby improving operational efficiency and market responsiveness.

In response to uncertainties in the labor market and cost challenges, we continue to optimize our human resources planning and management system, and flexibly utilize diversified external human resources to precisely respond to fluctuations in production capacity demand during peak and off-peak seasons. In terms of industry layout, the company is intensifying its efforts to expand into high-potential emerging markets, covering key areas such as 3D sensing technology, artificial intelligence applications, green energy transition, and biotechnology. By accurately capturing the opportunities brought about by industrial transformation, we aim to turn external pressures into momentum for corporate upgrading, laying a solid and stable foundation for the company's future profit growth and long-term development.

(II) Key Applications and Manufacturing Process of Main Products

1. Products: Our products cover the connection cables required for computers, automobiles, and communication equipment, including 4G/5G connection cables, gaming console connection cables, smart home device connection cables, and automotive electronic connection cables.
2. Applications: These products are used for signal transmission in computers and peripheral devices, consumer electronics, communication products, home appliances, office equipment, and automotive electronics.
3. Production Process: We operate under OEM, ODM, and JDM models, and provide professional R&D and design services tailored to customer requirements to ensure product quality meets client standards and enhances market competitiveness.

(III) Supply Status of Main Raw Materials

Major raw materials	Supply area	Supplier
CONNECTOR	China	Guanghongda, Mei Wang, Hua Chang, Yu Ding, Chuang Xing Sheng, Cheng Tai
Copper wire	China	Hua Chang,,Chuang Xing Sheng, Cheng Tai, Fen Fei,
FFC film	China	Yu Hui, Lian Xin
Plastic powder, PVC, raw materials	China	Xin Zhao Tai, Xu Zhi Xiang, Tai Su

The main raw materials of the Company are: cables, copper wires, FFC film, and PVC powder. As we have been working together for many years, the development of the relationship is good with a stable source of supply.

(IV) Names of customers accounting for more than 10% of the total purchases (sales) in any of the last two years, and the amount and proportion of purchases (sales):

1. Information on major suppliers in the last 2 years:

Unit: NT$ thousand; %

Item	2024				2025				Up to the first quarter of 2026(Note)			
	Name	Amount	As a percentage to annual net procurement (%)	Relationship with the issuer	Name	Amount	As a percentage to annual net procurement (%)	Relationship with the issuer	Name	Amount	As a percentage to net procurement for the year up to the previous quarter (%)	Relationship with the issuer
1	GHDDZ	156,918	19.49	None	GHDDZ	175,651	32.49	None	-	-	-	-
2	XYMW	95,349	11.84	None	XYMW	43,362	8.02	None	-	-	-	-
3	DGHC	67,155	8.34	None	FFDZ	35,676	6.60	None	-	-	-	-
	其他	485,719	60.33	None	Others	285,970	52.89	None	-	-	-	-
	Net procurement	805,141	100.00	-	Net procurement	540,659	100.00	-	-	-	-	-

Note: As of the date of report, 2026 Q1 data audited by the accountants have not been disclosed. Hence, the figures for this quarter are not disclosed in accordance with the table in the "Regulations Governing Information to be Published in Annual Reports of Public Companies."

Reasons for changes: The changes in the purchase amount and proportion from a single supplier for the Group were mainly affected by the product mix.

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

Unit: NT$ thousand; %

Item	2024				2025				Up to the first quarter of 2026(Note)			
	Name	Amount	As a percentage to annual net sales (%)	Relationship with the issuer	Name	Amount	As a percentage to annual net sales (%)	Relationship with the issuer	Name	Amount	As a percentage to net sales for the year up to the previous quarter (%)	Relationship with the issuer
1	CH416	168,518	14.63	None	CH416	141,607	18.76	None	-	-	-	-
2	CH200	118,054	10.25	None	JHT23	78,096	10.35	None	-	-	-	-
3	CH045	67,094	5.82	None	CH200	65,729	8.71	None	-	-	-	-
	Others	798,504	69.30	None	Others	469,212	62.18	None	-	-	-	-
	Net sales	1,152,170	100.00	-	Net sales	754,644	100.00	-	-	-	-	-

Note: As of the date of report, 2026 Q1 data audited by the accountants have not been disclosed. Hence, the figures for this quarter are not disclosed in accordance with the table in the "Regulations Governing Information to be Published in Annual Reports of Public Companies."

Reasons for changes: The changes in the sales amount and proportion attributable to a single customer of the Group were mainly affected by market demand.

III. The Group's employees in the past two years and up to the date of report:

Year		2024	2025	As of May 2, 2026 of the current year.
Number of employees	Management personnel	72	52	52
	General staff member	279	189	204
	Production Personnel	256	234	151
	Total	607	475	407
Average age		36.94	38.60	39.08
Average length of service		4.85	5.41	5.8
Education distribution ratio	Master’s degree (inclusive) or above	8%	5%	8%
	University (College)	49%	41%	41%
	High school (inclusive) and below	43%	54%	51%

IV. Information on environmental protection expenses

In recent years and up to the date of printing this annual report, there have been no losses incurred due to environmental pollution, and no estimated amounts of current or potential future impacts or corresponding response measures are disclosed. If a reasonable estimate cannot be made, the fact that a reasonable estimate cannot be made shall be explained: none.

The company has not incurred any incidents of violations of environmental protection regulations, nor has it been subject to any penalties, losses, or compensation in its product manufacturing processes and operational activities. In accordance with relevant laws and regulations, the company has carefully reviewed the nature of its operations and has confirmed that it is not required to obtain permits for the installation of pollution control facilities or pollution discharge permits. In the most recent fiscal year and up to the date of publication of the annual report, there have been no records of any administrative sanctions imposed by competent authorities due to environmental pollution.

Although no pollution incidents have occurred, the company still proactively deploys environmentally friendly transformation with forward-looking thinking. In response to the global high demand for non-toxic and green products, a dedicated project team has been established, investing substantial R&D resources to develop environmentally compliant plastic materials for wires and non-halogen materials. The related R&D equipment, laboratory instruments, and material investments all constitute significant environmental expenditures. The company adheres to the principle that prevention is better than remediation, internalizing environmental responsibility as a core part of its operational strategy rather than passively responding to regulatory requirements.

Our company has implemented the ISO 14001 environmental management system, ISO 45001 occupational health and safety management system, ISO 9001 product quality management system, and IECQ QC 080000:2017 hazardous substances process management system certification at our Kunshan subsidiary production base. Through institutionalized management, internal audits, and continuous improvement mechanisms, we comprehensively enhance environmental and occupational safety management effectiveness and implement the following specific measures:

(I) Supplier Management:

Our company has always regarded suppliers as long-term and close partners. We firmly believe that only by establishing an equal, honest, and mutually trusting and beneficial foundation for cooperation can we strengthen the competitiveness of the entire industrial chain. Therefore, we actively integrate suppliers into the systems of Jinhao Company, help them understand Jinhao’s culture, and are willing to proactively share resources and our own management experience to assist suppliers in improving quality and sustainable management capabilities, working together to build a cooperative system that combines vertical integration and horizontal development. Through full communication between customers and supplier partners, we expand both products and the range of services we can provide, achieving comprehensive development. We believe that for supplier partners, only by benefiting others first can we ultimately benefit ourselves.

To ensure that the supply chain complies with international environmental protection and social responsibility standards, our company has signed with suppliers:

1. Supplier Social Responsibility Acknowledgement.
2. Environmental Protection Agreement.

And clearly establish control standards for various hazardous substances, strictly comply with environmental regulations such as RoHS and REACH, and comprehensively prevent all types of hazardous substances from entering the production chain of Jin Hao

Company.

(II) Hazardous Substance Control:

Since 2000, our company has worked in coordination with major global customers to implement controls on eight heavy metals and the prohibition of various hazardous substances. We have progressively expanded the scope of management year by year, fully adopting international environmental standards such as RoHS and REACH, and extending management requirements to the upstream supply chain.In addition to requiring suppliers to sign declarations of non-use of hazardous substances, the company also requires the implementation of a mechanism for investigating restricted substance content, and starts with self-management to ensure strict, multi-layered control at every stage.According to statistics from the Kunshan site, as of now, 115 suppliers have completed the signing of supplier corporate social responsibility confirmations and environmental protection agreements, accounting for 97.46% of all suppliers. In the future, we will continue to increase the coverage rate, strengthen the overall environmental management intensity of the supply chain, and fulfill our corporate responsibility for global environmental protection.

(III) Recycling and Reuse:

Facing the limitations and challenges of resource recycling in labor-intensive manufacturing processes, the company has not stood still; instead, it has proactively taken feasible steps and driven change from the inside out. The company first began with internal administrative and production management, including production records, work instructions, engineering drawings, and quality control reports, comprehensively adopting a second-draft paper usage system, allowing resource circulation to become part of daily management and gradually shaping a culture of conservation within the company.

(IV) Greenhouse Gas Emissions Reduction:

In terms of greenhouse gas reduction, our company is actively responding to the global net-zero carbon emission trend through concrete actions. By working with customers to promote localized production strategies, we have established strong regional manufacturing bases and continue to integrate vertical integration and horizontal development models, effectively shortening the transportation distance of raw materials and products, thereby significantly reducing transportation-related carbon footprints. At the same time, the company has introduced energy-saving LED lighting systems at major production sites, extensively replacing high-energy-consuming mercury lamps. This not only effectively reduces energy consumption but also eliminates the risk of mercury pollution. In addition, the company actively encourages employees to use electric scooters for commuting and provides free charging facilities, using tangible incentives to promote low-carbon transportation and comprehensively implement energy-saving and emission-reduction policies.

The total greenhouse gas emissions (Categories 1 to 4) for the Taipei, Kunshan, and Thailand regions in 2024 were 2,430.360 metric tons of CO2e. The top three emission sources were purchased electricity, purchased fuels and energy resources, and purchased products. Other emitted gases were mainly CH4, followed by HFCs. The company will continue to inventory emission sources and develop improvement plans, with the goal of gradually reducing carbon intensity year by year.

(V) Risks and Opportunities from Climate Change:

Our company closely monitors global climate change trends and international response directions, incorporating climate change as one of the major issues in corporate sustainable development and a key material risk item. We continuously conduct analysis and management, formulate climate change adaptation and mitigation strategies, and promote reductions in carbon emissions and the use of energy and resources, in compliance with government environmental regulations, customer requirements, and other relevant provisions.

Our company fully recognizes that climate risk is also business risk and is likewise an opportunity for transformation. We will continue to pursue proactive actions alongside institutionalized management to strengthen corporate resilience and sustainable competitiveness!

Climate risks	Climate opportunities	Action plans
Unstable supply of water and electricity, impacting the production and increasing operating costs.	Improve the efficiency of water resources to reduce the impact of disasters on production.	Continuously adjust water usage volumes, optimize process water allocation, and install water-saving equipment and other measures, strengthen daily management and real-time inspection mechanisms, implement water usage monitoring and abnormality improvement operations, and through concrete actions reduce per capita water consumption, thereby enhancing water resource utilization efficiency and operational resilience.
Production is affected by typhoons, floods and droughts, resulting in financial losses and decreased revenue.	Enhance natural disaster resilience capabilities and strengthen climate resilient to reduce business interruptions and potential losses.	Establish a comprehensive water conditions monitoring and early warning mechanism to ensure that even in situations of water shortage or water supply interruption, production stability can be maintained through advance planning and scheduling arrangements. In addition, the company also regularly conducts emergency response drills and training to strengthen employees' disaster response capabilities, keep potential losses to a minimum, and ensure operational continuity.
Rising temperatures increase electricity use, thereby increasing costs and carbon emissions.	Promote low carbon/green production to save electricity use and costs.	Continuously deepen the energy-saving management culture, implement "lights off when people leave," and stipulate that equipment must remain turned off during non-working hours. Through the parallel implementation of institutionalized management and employee self-discipline, effectively reduce unnecessary energy consumption and achieve the dual goals of energy conservation and carbon reduction as well as cost savings.
GHG emissions, carbon reduction equipment installation	Promote energy saving efficiency by recycling and reuse to save costs	At the administrative management level, the company comprehensively promotes a paperless office to the greatest extent. For non-essential documents, recycled paper is used for printing, embedding the concepts of energy conservation and carbon reduction into the details of daily operations.

V. Labor-Management Relations

(I) The Company's various welfare measures, continuing education, training, retirement systems and their implementation, as well as the status of agreements between labor and management, and various measures to protect the rights and interests of employees:

1. Employee Benefits:

(1) Employees are entitled to labor insurance, national health insurance, and group insurance for overseas staff.

(2) An Employee Welfare Committee has been established to organize recreational activities, leisure events, birthday celebrations, group meals, holiday gifts, and subsidies for domestic and international travel.

(3) Flexible working hours are implemented.

(4) Regular employee health check-ups are provided.

(5) Benefits such as hospitalization consolation payments, wedding cash gifts, funeral condolence payments (including for dependents), holiday bonuses (for Labor Day, Mid-Autumn Festival, and Dragon Boat Festival), and year-end bonuses are offered.

(6) Policies for the application of company vehicles and subsidies for private vehicle usage for business purposes are in place.

(7) Free parking spaces are available for employees.

(8) Year-end party events are organized.

2. Employee Training and Development:

The Company arranges education and training courses to encourage employees to continue to learn while at work.

(1) Supervisors provide on-the-job training opportunities during meetings and interviews.

(2) The Company shall organize its own education and training or participate in education and training organized by other units.

(3) Elective training courses offered by colleges and universities.

(4) Participate in the educational training organized by domestic training units.

(5) Participated in domestic inspections.

(6) Sending employees abroad for training or study tours.

3. Retirement system and its implementation:

In accordance with the provisions stipulated in the Labor Standards Act, 5.8% of employees' monthly wages is set aside as pension reserve to be deposited in a special account at the Central Trust of China. We also contribute to employees' pension as required by the provisions stipulated in the Labor Standards Act. From July 1, 2005, the Company contributes 6% of the wages of the employees opting for the pension system of the Labor Pension Act to their personal pension account at the Bureau of Labor Insurance.

(II) Recent Fiscal Year and as of the Date of the Annual Report Publication, Losses Incurred Due to Labor Disputes (This includes results of labor inspections indicating violations of the Labor Standards Act. The details such as the date of disposition, disposition number, violated regulation articles, content of the violation, and the disposition itself should be clearly stated. Additionally, disclose the estimated amounts of potential future occurrences and the corresponding response measures). If it is not possible to reasonably estimate these amounts, an explanation of why they cannot be reasonably estimated should be provided.

In 2025 and 2026 as of the date of publication of the annual report, the Company did not suffer losses due to labor disputes.

VI. Information security management

(I) Explain the information security risk management framework, information security policy, specific management measures, and resources invested in information security management.:

１、Information Security Risk Management Framework: The Company has established a dedicated information security organization. The head of the IT department concurrently serves as the Chief Information Security Officer, responsible for coordinating the formulation of information security policies, resource allocation, and the planning of overall protection strategies, as well as promoting, executing, and reviewing the effectiveness of the cybersecurity maintenance plan. Reporting to the Chief Information Security Officer are dedicated information security personnel, who are responsible for tasks such as cybersecurity intelligence integration, threat detection, vulnerability assessment, security health checks, and security drills.

The main responsibilities of the Information Security Team are as follows：

(1) Information Security Dedicated Supervisor：

- Plan cybersecurity policies, resource allocation, and overall protection strategies
- Evaluate and review the implementation effectiveness of the information and communications security maintenance plan
- Formulate, revise, and promote the implementation of the information and communications security maintenance plan
- Establish an information and communications security incident reporting and response mechanism

(2) Information Security Officer：

- Integrate, analyze, and share cybersecurity intelligence
- Conduct cybersecurity drills and cooperate with drills required by competent authorities
- Perform vulnerability scanning, security assessments, threat detection, and cybersecurity protection
- Plan and conduct information security drills

In addition, the Information Technology Department also collaborates with various departments based on business needs and cybersecurity risk conditions, such as regularly issuing reminders about phishing email patterns, assisting colleagues in identifying threats, and implementing information security protection measures, in order to enhance all employees' cybersecurity awareness.

２、Information Security Policy: The company has established an information security policy and related management measures, and has published them internally for all employees to review, serving as the basis for information security management and daily operations compliance. The information security policy focuses on ensuring the confidentiality, integrity, and availability of information assets, and implements information security governance through institutionalized management mechanisms. The main content includes：

- Information asset protection principle: implement tiered classification management and access control, and use individual accounts and permission settings to ensure data is only accessible to authorized personnel.
- Account and permission management: Accounts for new hires, transfers, and departing personnel are handled according to formal procedures, and may only be activated or adjusted after approval by a supervisor.
- Password management requirements: Users must comply with password length, complexity, and periodic change requirements, and account sharing is prohibited.
- Personal data protection: handled in accordance with the Personal Data Protection Act, and completion of relevant document signing is required upon onboarding of new employees.
- Endpoint and device security management: All company computer devices adopt centralized management and protective measures to reduce endpoint risk.
- Information security education and awareness promotion: The IT department regularly issues security reminders to help colleagues improve their information security awareness and strengthen their ability to defend against social engineering attacks.

３、Information Security Management Plan: Our company, in accordance with its information security policy, has established multi-layered information security management measures covering endpoint protection, email security, vulnerability management, backup mechanisms, and disaster recovery, in order to reduce information security risks and ensure business continuity.

- Endpoint and device security: Implement a centralized endpoint management mechanism, including operating system updates, malware protection, vulnerability patching, and device usage control
- Email security protection: adopt a multi-layer email security mechanism (including email gateway and cloud threat filtering services) to block spam, malicious links, and phishing emails.
- Vulnerability management and cybersecurity testing: Implement vulnerability scanning and security testing mechanisms, regularly review the security of systems and devices, and perform necessary patches.
- Data backup and offsite disaster recovery: establish a multi-layered redundancy architecture, including host backups, storage device backups, and offsite backups, and regularly replace backup media and store it in a secure location。
- Disaster recovery and business continuity: Establish a data recovery process so that when system anomalies or data loss occur, restoration can be performed using backup data, thereby reducing the risk of business disruption.。
- Threat intelligence awareness: Subscribe to Chunghwa Telecom Cybersecurity Fleet services and regularly receive weekly threat intelligence reports throughout the year to stay informed of the latest attack trends and enable early prevention.。

4、Resources invested in information and communications security management：

(1)Human resources and training investment

Our company, in accordance with its operational scale, allocates appropriate information security management personnel. The head of the IT department concurrently serves as the dedicated information security supervisor, and IT department staff also concurrently handle information security-related operations. In 2025, IT personnel completed a total of 28 hours of professional information security training, with an average of more than 9 training hours per person. The course content covered topics such as information security awareness, cybersecurity incident prevention, and information and communications security control guidelines.

(2) Email security protection

According to this year's email security system statistics, more than 120,000 spam emails and over a hundred virus-infected emails were intercepted throughout the year, effectively reducing the risks of malicious emails, scam emails, and social engineering attacks.

(3)Endpoint security protection

Our company has implemented an endpoint protection system and, over the course of the year, has detected and blocked more than 2,800 instances of malicious programs and suspicious activity, including threats intercepted through modules such as AMSI protection, real-time protection, and web protection. Common types of threats include Trojan programs, password-stealing programs, and malicious scripts.

(4)Backup and Business Continuity Management

Our company performs daily NAS backups and replaces tapes weekly, which are then stored in a bank safe deposit box. All backup operations are completed normally to ensure that data can be quickly restored in the event of a disaster or system failure.

(5) Cybersecurity reminders and awareness promotion

The IT department regularly issues cybersecurity reminders throughout the year to help colleagues identify phishing emails and malicious links, enhancing overall cybersecurity awareness. 。

(6) Information Security Quantitative Indicators

Indicator category	Quantified results	Explanation
Information security education and training	Annual total 28 hours, average more than 9 hours per person	IT staff complete cybersecurity professional training.
Email Security Protection	Intercepted more than 120,000 spam emails; more than 100 virus emails	Multi-layered email security mechanisms effectively reduce malicious emails and fraud risks.
Endpoint security protection	Detected and blocked malicious programs and suspicious activity over 2,800 times.	The endpoint protection system detects trojans, password-stealing programs, malicious scripts, and other threats.
Backup and off-site disaster recovery	Perform NAS backups daily; perform offsite backups weekly.	The backup operations were all completed successfully, ensuring that the data can be restored.
Threat intelligence management	Regularly receive weekly threat intelligence reports throughout the year.	Stay on top of the latest attack trends and proactively prevent cybersecurity risks.
Information Security Reminder and Awareness Campaign	Year-round periodic cybersecurity alerts	Assist colleagues in identifying scam emails and malicious links.
Major cybersecurity incident	0	No major cybersecurity incidents have occurred in the past two years.

(II) List the losses, potential impacts, and response measures resulting from major information security incidents in the most recent fiscal year and up to the date of printing of the annual report. If they cannot be reasonably estimated, the reasons for the inability to reasonably estimate shall be explained: For 2025 and up to the date of printing of the annual report in 2026, there were no incidents affecting the company's information security.

VII. Important Contracts:

May 2, 2026

Contract nature	the party involved	Contract start and end dates	Main content	Restrictive terms
Bank loan	HWATAI Commercial Bank	2026/02~2027/02	Short-term secured loan	None
Bank loan	Land and Houses Bank Public Company Limited	2026/01~2026/06	Short-term secured loan	None
Bank loan	China Construction Bank	2026/02~2027/02	short-term working capital financing	None
Bank loan	Taiwan Cooperative Bank	2023/07~2028/07	Long-term operating working capital	None
Bank loan	Sunny Bank	2025/12~2028/12	medium-term secured borrowing	None
Bank loan	Sunny Bank	2025/12~2026/12	Short-term secured loan	None

Chapter5. Disscussion and Analysis of Financial Standing and Financial Performance and Risks

I. Financial Position

The main reasons for the material changes in assets, liabilities and equity in the most recent two years and the impact, if significant, plans to respond in the future:

Unit: NT$ thousand

Item \ Year (Note 1)	2025	2024 (Note 2)	Increase (decrease) amount	Ratio of change (%)
Current assets	638,072	1,015,465	(332,393)	(32.73)%
Long-term investment	279,877	238,273	41,604	17.46%
Property, Plant and Equipment	313,532	299,525	14,007	4.68%
Right-of-Use Assets	82,034	109,777	(27,743)	(25.27)%
Investment Property	1,119,053	1,104,288	14,765	1.34%
Intangible Assets	63,246	107,981	(44,735)	(41.43)%
Other assets	78,192	70,614	7,578	10.73%
Total assets	2,619,006	2,945,923	(326,917)	(11.10)%
Current liabilities	400,644	1,112,890	(712,246)	(64.00)%
Non-current liabilities	877,361	244,548	632,813	258.77%
Total liabilities	1,278,005	1,357,438	(79,433)	(5.85)%
Share capital	1,251,468	1,127,192	124,276	11.03%
Capital surplus	26,483	2,937	23,546	801.70%
Retained earnings	(244,688)	50,387	(295,075)	(585.62)%
Other Equity	290,394	336,631	(46,237)	(13.74)%
Equity Attributable to Owners of the Parent	1,323,657	1,517,147	(193,490)	(12.75)%
Total Equity	1,341,001	1,588,485	(247,484)	(15.58)%

I. Explanation of material changes (changes of 20% or more, and with a change amount reaching NT$10 million or more):

1. Current assets decreased: mainly due to a decline in operating revenue, which led to a relative decrease in cash and cash equivalents and accounts receivable.
2. Right-of-use assets decreased: mainly due to the periodic recognition of depreciation expense during the current year.
3. Intangible assets decreased: mainly due to the recognition of impairment losses on goodwill and the periodic recognition of amortization expense during the current year.
4. Current liabilities decreased: mainly due to the repayment of short-term borrowings during the current year.
5. Non-current liabilities increased: mainly due to an increase in long-term borrowings required for working capital during the current year.
6. Capital surplus increased: mainly due to the recognition of share premium from the private placement of cash capital increase during the current year.
7. Retained earnings decreased: mainly due to a decline in profitability during the current year.

II. Impact of Major Financial Changes in the Last Two Fiscal Years and Future Response Plans:

The above changes are all related to normal business operations and have not had any significant impact on the Company. The Company’s overall performance has remained stable without any material abnormalities; therefore, no specific response plans are deemed necessary.

Note 1: The above annual financial information has been audited and certified by a certified public accountant.

Note 2: In the first quarter of 2025, due to the acquisition of a valuation report for the acquired subsidiary Zhengcheng Company, the original accounting treatment from the acquisition date was adjusted in accordance with the report, and the comparative information for 2024 was restated.

II. Financial performance

Major reasons for significant changes in operating income, net profit, and pre-tax net profit over the past two years and expected sales quantities and their basis, as well as potential impacts on the company's future financial operations and response plans:

Unit: NT$ thousand

Item \ Year(Note1)	2025	2024	Increase (decrease) amount	Ratio of change (%)
Operating income	754,644	1,152,170	(397,526)	(34.50)%
Operating costs	714,766	1,067,246	(352,480)	(33.03)%
Gross profit	39,878	84,924	(45,046)	(53.04)%
Operating expenses	367,955	357,154	10,801	3.02%
Operating loss	(328,077)	(272,230)	(55,847)	20.51%
Non-operating income and expenses	6,838	603	6,235	1034.00%
Loss before tax	(321,239)	(271,627)	(49,612)	18.26%
Income tax profit	22,142	16,638	5,504	33.08%
Net loss for the year	(299,097)	(254,989)	(44,108)	17.30%
Other comprehensive income for the year	(60,789)	407,460	(468,249)	(114.92)%
Total comprehensive income for the year	(359,886)	152,471	(512,357)	(336.04)%
Net Loss for the Year Attributable to Owners of the Parent	(292,931)	(248,781)	(44,150)	17.75%
Comprehensive Income (Loss) for the Year Attributable to Owners of the Parent	(339,119)	179,236	(518,355)	(289.20)%

I. Explanation of material changes (changes of 20% or more, and with a change amount reaching NT$10 million or more):

1. Operating revenue decreased: due to a decline in market demand, resulting in fewer orders.
2. Operating costs decreased: due to the decrease in operating revenue, leading to a corresponding reduction in related expenses.
3. Gross profit decreased: due to the decrease in operating revenue.
4. Operating net loss decreased: due to the decrease in operating revenue while fixed operating expenses still had to be paid.
5. Other comprehensive income, total comprehensive income for the year, and comprehensive income attributable to owners of the parent company decreased: due to the investment property in the previous year being measured at fair value for the first time, which recognized a revaluation gain on investment property and increased other comprehensive income in the previous year.

II. The expected sales volume and the basis thereof, the possible impact on the Company's future finance and business, and the response plan:

The company and its subsidiaries have not issued any financial forecasts; therefore, expected sales quantities and their basis are not applicable. The company and its subsidiaries will continue to provide high-quality products and services to meet diverse customer needs, and are expected to maintain a certain level of growth momentum, ensuring a sound and stable financial structure.

Note 1: The above annual financial information has been audited and certified by a certified public accountant.

III. Cash flows

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

Unit: NT$ thousand

Item / Year(Note1)	2025	2024	Amount of change	Increase (decrease) amount (%)
Net cash flow from operating activities	(180,973)	(149,601)	(31,372)	20.97%
Net cash flows from investing activities	(89,702)	(164,009)	74,307	(45.31)%
Net cash flows from financing activities	184,897	333,213	(148,316)	(44.51)%
Analysis of ratio changes reaching 20 percent: 1. Cash outflow from operating activities increased: mainly due to a decrease in operating revenue this year, resulting in a decrease in gross operating profit. 2. Cash outflow from investing activities decreased: mainly due to the acquisition of long-term investments accounted for using the equity method in the previous year. 3. Cash inflow from financing activities increased: mainly due to the increase in new bank borrowings in the previous year compared to this year.				

Note : The above annual financial information has been audited and certified by a certified public accountant.

(II) Improvement plan for inadequate liquidity: Not applicable.

(III) Analysis of cash liquidity for the next year:

Unit: NT$ thousand

Cash balance, beginning (1)	Expected net cash flow from operating activities for the year (2)	Projected cash outflow for the year (3)	Projected cash surplus (deficit) amount (1) + (2) - (3)	Remedies for projected cash shortfalls to maintain a comparable cash balance	
				Investment plan	Financing plan
239,714	(200,000)	250,000	289,714	None	None
1. Analysis of Cash Flow Changes for the Upcoming Year: (1) Operating activities: estimated based on market conditions and profitability outlook. (2) Investing activities: estimated in accordance with market conditions and operational needs for related investments. (3) Financing activities: planned issuance of convertible corporate bonds. 2. Planned Measures for Addressing Cash Shortfalls: No such situation is expected.					

IV. Effect of major capital spending on financial position and business performance:

No significant impact.

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

(I) Policy on reinvestment and main reasons for profit or loss, along with improvement plans

Unit: NTD in thousands on December 31, 2025

Name of the reinvested company	Investment amount	Recognition of investment gains and losses in 2025.	Policy	Main reasons for gain or loss	Improvement plan
Ji-Haw Artificial Intelligence Technology (Kunshan) Co., Ltd. (J.H.K)	3,234	(5,549)	Overseas locations	Production line, new product, and customer base development adjustment stage	Strengthen operational management
Ji-Haw Opto-Electrical (Kunshan) Co., Ltd. (J.H.P)	414,018	(64,468)	Overseas locations	Production line, new product, and customer base development adjustment stage	Strengthen operational management
J.B.T Industrial Co., Ltd. (J.B.T.)	222,409	(62,550)	Overseas locations	Production line, new product, and customer base development adjustment stage	Strengthen operations management
Ji-Haw Investment Co., Ltd. (J.H.I.)	9,649	(3)	Overseas locations	operating expenses	Strengthen operational management
JI-HAW TECHNOLOGY VN CO., LTD （J.H.V）	3,159	(217)	Overseas locations	Production line, new product, and customer base development adjustment stage	Strengthen operational management
CHINTEK INC.	178,000	(25,493)	expand the market	Software design, new product development, and adjustments to customer base development.	Strengthen operational management
Emergence A.I CO., LTD.	20,000	(9,592)	expand the market	Software design, new product development, and adjustments to customer base development.	Strengthen operational management
Heph A.I studios Technology CO., LTD.	60,000	(32,340)	expand the market	Software design, new product development, and adjustments to customer base development.	Strengthen operational management
SILICON TEST TECH. CORP.	-	(3,162)	expand the market	The market conditions are poor.	Note 2
Jinzuan Semiconductor Investment Co., Ltd.	122,632	(1,971)	General investment	The loss is mainly due to normal operating expenses.	Strengthen operational management
Cheng Yao Industrial Co., Ltd.	-	Note 1	expand the market	Note 1	Note 3
CyPhy-Twin Crop. (C.P.T)	1,524	Note 1	expand the market	Note 1	-
Shan Yi Investment Co., Ltd.	163,500	Note 1	General investment	Note 1	-
Chuzhou Dingwang Investment & Development Co., Ltd.	5,140 RMB	Note 1	Investment and Development	Note 1	-

Note 1: The profit and loss of the investee company has already been included in its investing company; to avoid confusion, it will not be separately presented here.

Note 2: In the second quarter of 2025, the Company disposed of SILICON TEST TECH. CORP. The remaining 4.82% equity interest, on the date of loss of control, was reclassified as “financial assets measured at fair value through other comprehensive income.”

Note 3: On the date on which the Company disposed of Cheng Yao Industrial Co., Ltd., it simultaneously lost control over Zhengyao.

(II) Future investment plan: Within the scope permitted by laws and regulations, moderate adjustments will be made in response to the expansion of the business scale.

VI. Risk assessment for the most recent year and up to the date of report

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

1. Effect of changes in interest rates and exchange rates on the Company's profit or loss

Unit: NT$ thousand; %

Item	2025	
	Amount	As a percentage of operating revenue
Net interest expense	(20,896)	(2.77)
Foreign exchange gains and losses	3,561	0.47
Net operating income	754,644	

Source: Financial report audited by accountants

2. Measures the Company plans to adopt in response to interest rate changes

The Company keeps in close contact with the banks while paying attention to changes in the market in order to obtain more favorable borrowing rates from banks.

3. Impact of exchange rate changes upon the Company's revenue

The Company mainly supplies connector components and parts for various types of information products and consumer electronics products. The proportion of export sales is approximately 90%, with the largest proportion received and paid in U.S. dollars. Given this, the U.S. dollar exchange rate has a significant impact on the Company's exchange rate. While the U.S. dollar is depreciating, the Company has exchange rate losses; when it is appreciating, the Company has exchange rate gains. Overall, the exchange rate gains and losses were within an acceptable range.

4. Measures the Company plans to adopt in response to exchange rate changes

In terms of exchange rates, the Company monitors changes in both domestic and international economic conditions and makes forecasts on exchange rate trends. Based on the daily foreign currency balances and projected income and expenditures, the Company plans and arranges hedging strategies through advance settlement or pre-selling of foreign currencies to mitigate exchange rate risks.

In terms of inflation, there has been no significant inflation observed in the Company's major sales markets in recent years, and therefore, no material impact on the Company's operations.

(II) High-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future:

1. The Company has been committed to operating within its industry since its establishment and there have been no high-risk or high-leveraged investment activities.
2. The Company provides loans to others and makes endorsements and guarantees. This is performed in accordance with the regulations set forth in the Company's "Procedures for Loaning Funds to Others" and "Endorsement and Guarantee Management Regulations".

3. The Company does not engage in derivative products.

(III) Future research and development projects, and expenditures expected in connection therewith:

1. Future R&D plans:

(1)R&D of automotive wiring harness

As a critical component in the automotive system, automotive wiring harness will develop in a highly intelligent direction in the future. As automotive technology continues to improve, we will see more smart components and sensors being added to enable smarter control of automotive systems. Future automotive wiring harnesses will need to integrate more electronic components and sensors with different functions, such as sound systems, navigation equipment, in-car cameras and multimedia entertainment, to meet the changing needs of cars. In response to this trend and demand, we are conducting a series of R&D work on common automotive wiring harnesses, aiming to develop more advanced and smarter automotive wiring harness products to meet the development of future automotive technology.

A. Battery cable: The power cable from the vehicle battery to the vehicle system. It is used to provide the power required by the entire system.

B. Startup wire: Transmit the power from the battery to the starter of the engine to start the engine.

C. Charging cable: used to transmit the power generated by the generator back to the vehicle battery for charging.

D. Lighting cable: used to supply the power required for the vehicle lighting system, including headlamps, rear lamps, direction lamps and brake lamps.

E. A/C cable: used to control the A/C system of the vehicle, including A/C compressors, fans, and temperature controllers.

F. Fuel transmission line: used to transmit the fuel to the fuel system of the engine, including the fuel pump, fuel injector and fuel pressure regulator.

G. Brake cable: used to control the braking system of the vehicle, including the brake pedal and the braking device.

H. Transmission cable: used to control the transmission and transmission system of the vehicle, including the gearbox and transmission.

I. System monitoring cable: used to monitor the state and failure of the vehicle system, including failure indicator and monitoring instrument.

(2)R&D of high-frequency cables

The transmission line in consumer electronic products plays a key role in transmitting signals or power to different components. In order to ensure the user experience and product stability, these transmission cables need to meet the relevant association specifications to ensure that their performance is stable and compliant with the standards. We are concentrating on the research and development of the latest Consumer Electronics Transmission Cable Association specifications in order to respond to changes in market demand and meet consumer demand for product performance and quality.

A. USB4 is the latest USB specification that provides higher transmission rate and more functions, including functions such as transmission rate up to 80

Gbps, support for multiple device connections, and support for higher power input and output. The USB4 standard transmission cable supports the USB Type-C connector and is compatible with Thunderbolt 3.

B. HDMI 2.1 is the latest version of the HDMI standard for connecting high-definition displays and other audio/video devices. It supports higher transmission rate, higher resolution, and higher color depth. The HDMI 2.1 standard transmission line supports the transmission rate of 48 Gbps, and has a durable enclosure and anti-interference design to ensure high-quality video and audio transmission.

C. DisplayPort 40 is the latest DisplayPort standard that provides higher transmission rate and higher resolution, supporting up to 80Gbps transmission rate and 16K resolution. The transmission cable of the DisplayPort 2.0 standard also supports the USB Type-C connector and is highly reliable and durable.

2. Estimated R&D expenses: The R&D expenses planned for 2026 are estimated to account for approximately 8% of the total annual revenue for the year.

(IV) The impact upon the company's financial operations of important policy and legal developments at home and abroad, and the measures the company plans to adopt in response:

In the most recent year and up to the date of printing the annual report, due to the impact of geopolitical risks and tariffs, production costs and order volumes have experienced significant fluctuations. The company will continuously monitor the global situation, while also making self-improvements and proactively proposing response measures in a timely manner.

(V) Impact of technological changes (including information security risks) and industry changes on the company's financial operations and response measures:

Since 2010, the Company has introduced an Enterprise Resource Planning (ERP) system which has been continuously optimized and upgraded to respond to the growth and adjustment of the business. In doing this, the ERP system is in line with the streamlining and optimization of the Company's integration of system resources. We introduced an e-commerce system in 2012 to optimize the manual process of sales, gradually increasing efficiency. The management of the company and its subsidiaries has implemented a Virtual Private Network (SSL-VPN) to effectively utilize information technology personnel, aiming to reduce costs and enhance corporate competitiveness.

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

The Company has always been committed to operating within its industry, with a goal of establishing a positive social image and fulfilling its social responsibility. There have been no incidents that could have damaged the Company's corporate image.

(VII) Expected benefits, potential risks, and response measures for the acquisition: None.

(VIII) Expected benefits, potential risks, and response measures for expanding the factory: None.

(IX) Risks and response measures associated with concentration in purchasing or sales:

The company's main sources of procurement and sales targets have different industry characteristics and stages of operation. The company also conducts further appropriate diversification analysis based on the future growth trends of its procurement and sales targets themselves as well as their industries, and diversifies future procurement sources and sales targets, in order to better maintain balanced and stable operating results, which is a goal of continuous effort.

(X) Impact, risks, and response measures regarding significant share transfers or replacements by directors, supervisors, or shareholders holding more than ten percent of the shares: None.

(XI) Impacts, risks, and responsive measures of a change in management rights:

The Company has a professional management team, and will not compromise the Company's advantages in management and operation due to changes in the management rights.

(XII) Litigation or non-litigation events, including finalized judgments or ongoing significant legal, non-litigation, or administrative disputes involving the company, its directors, supervisors, general manager, actual responsible persons, shareholders holding more than ten percent of the shares, and subsidiaries, which could significantly affect shareholders' equity or the price of securities, should disclose the contested facts, the amount in dispute, the start date of the litigation, the main parties involved in the dispute, and the status up to the date of the annual report publication: None.

(XIII) Other significant risks and response measures: None.

VII. Other material matters: None .

Chapter6. Special Notes

I. Profiles of affiliates enterprises:

(I)Consolidated business report: For the 2025 consolidated business report, please see: Market Observation Post System -> Individual company -> Electronic document download -> Affiliated enterprise three statement section

(Website: https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

(II)Consolidated financial statements of affiliated enterprises: For the 2025 consolidated financial statements of affiliated enterprises, please see: Market Observation Post System -> Individual company -> Electronic document download -> Affiliated enterprise three statement section

(Website: https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

(III)Affiliation Report: For the 2025 affiliation report, please see: Market Observation Post System -> Individual company -> Electronic document download -> Affiliated enterprise three statement section

(Website: https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

II. For private placement of securities in the most recent year and up to the date of report, disclose the date and amount approved by the shareholders' meeting and Board of Directors, the basis and reasonableness of price setting, method for selecting designated persons, and reason why the private placement is necessary:

Item	1st Private Placement of Common Shares in 2025, Issue Date: November 18, 2025
Type of private placement securities	Common Shares
Date of approval by the shareholders meeting and amount approved	Date of approval by the shareholders' meeting: June 30, 2025; Amount approved by the shareholders' meeting: Up to 20,000 thousand shares, to be carried out in two tranches within one year from the date of the shareholders' meeting resolution.
Basis and rationality of the price setting	1. Basis for Pricing: The pricing for the common shares issued through this private placement for domestic cash capital increase shall be no less than 80% of the higher of the following two reference prices calculated prior to the Company's pricing date: (1) The simple arithmetic average of the closing prices of the common shares for either 1, 3, or 5 business days preceding the pricing date, adjusted for any ex-rights (bonus shares) and ex-dividend effects, and adding back the effects of any reverse ex-rights resulting from capital reduction. (2) The simple arithmetic average of the closing prices of the common shares for 30 business days preceding the pricing date, adjusted for any ex-rights and ex-dividend effects, and adding back the effects of any reverse ex-rights resulting from capital reduction. 2. Reasonableness of Pricing: The pricing date for this private placement of common shares is October 15, 2025. The pricing is based on a reference price of NT$15.08, which is the simple arithmetic average closing price for the 30 business days prior to the pricing date. The actual private placement price is set at NT$12.07, representing 80.04% of the reference price. This complies with the resolution passed at the shareholders' meeting on June 30, 2025, requiring the price to be no less than 80% of the reference price. Therefore, the pricing is considered reasonable.
Method of selection of qualified persons	Specific Persons as Defined in Article 43-6 of the Securities and Exchange Act and in Financial Supervisory Commission Ruling No. Jin-Guan-Zheng-Fa-Zi-1120383220 dated September 12, 2023.

<table>
<tr><td>Reason for necessity of private placement</td><td colspan="5">In light of capital market conditions and fundraising efficiency, the Company proposes to conduct private placements instead of public offerings and seeks shareholders’ authorization for the Board to proceed based on operational needs, thereby enhancing fundraising flexibility.</td></tr>
<tr><td>Share payment completion date</td><td colspan="5">October 29, 2025</td></tr>
<tr><td rowspan="2">Information on the placees</td><td>Counterparty of the private placement</td><td>Qualifications</td><td>Subscription quantity</td><td>Relationship with the Company</td><td>Participation in the Company’s</td></tr>
<tr><td>Golden Intelligence AI Investment Co., Ltd.</td><td>Item 3</td><td>12,427,600</td><td>Corporate Director of the Company</td><td>Corporate Director of the Company</td></tr>
<tr><td>Actual subscription price</td><td colspan="5">NT$12.07 per share</td></tr>
<tr><td>Difference between actual subscription price and reference price</td><td colspan="5">The private placement for this offering is based on October 15, 2025 as the pricing date. The reference price is calculated as follows: the simple arithmetic average of the closing prices of the Company’s common shares on either 1, 3, or 5 trading days prior to the pricing date, adjusted for stock dividends and cash dividends and with stock price adjustments for capital reductions reversed; and the simple arithmetic average of the closing prices of the Company’s common shares over the 30 trading days prior to the pricing date, similarly adjusted. The higher of these two calculated prices serves as the reference price. The private placement price is set at no less than 80% of the reference price, i.e., NT$12.07 (80.04%) per share, as the actual issue price for the new shares in this private placement.</td></tr>
<tr><td>Impacts of private placement on shareholders' equity</td><td colspan="5">The funds raised from this private placement will be used to support the Company’s sustainable development and market expansion. By securing stable, long-term capital, the Company can reduce operating costs, improve its financial structure, enhance management efficiency, and strengthen its competitive advantage, thereby generating positive benefits for shareholders’ equity.</td></tr>
<tr><td>Fund utilization of private placement and project implementation progress</td><td colspan="5">The proceeds from this private placement were received on October 29, 2025, and have been fully allocated to investment projects. The capital utilization plan was completed in the fourth quarter of 2025.</td></tr>
<tr><td>Private placement benefits</td><td colspan="5">As the proceeds from this private placement were only allocated to investment projects in the fourth quarter of 2025, the period since deployment has been relatively short, and the related benefits have not yet become apparent.</td></tr>
</table>

III. Other supplemental information: None.

Chapter7.Matters, If Any, That May Affect Shareholders' Equity or Securities Price as Defined in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act in the Most Recent Year and as of the Printing Date of the Annual Report: None.

Ji-Haw Industrial, Co., Ltd.

Chairman: Shi Hao-Ji