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(<http://mops.twse.com.tw>) and the Company's website
(<http://www.ufoc.com.tw>).



聯合光纖通信股份有限公司
United Fiber Optic Communication Inc.

2025 Annual Report

Publication date: April 10, 2025

- I. Name, title, telephone number and e-mail address of the spokesperson and deputy spokesperson:
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Title: Chairman
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- Acting Spokesperson: Chen, Lii-Huan
Title: Assistant Vice President
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- III. Name, address, website and telephone number of the stock transfer agency:
Name: Stock Agency Department of Concord Securities Co., Ltd.
Address: B1, No. 176, Sec. 1, Keelung Road, Xinyi District, Taipei City
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Tel: (02) 8787-1888
- IV. Name, firm name, address, website and telephone number of the CPAs for the financial statements of the latest fiscal year:
Name of CPA: Hsieh Chiu-Hua, Chou Pao-Lien
Firm Name: KPMG in Taiwan (KPMG International Limited)
Address: 68F, No. 7, Section 5, Xinyi Road, Xinyi District, Taipei City
Website: <http://kpmg.com>
Tel: (02) 8101-6666
- V. Name of the Overseas Securities Exchange Where Securities Are Listed and Method of Inquiry for Such Overseas Securities: None.
- VI. Company Website: <http://www.ufoc.com.tw>

United Fiber Optic Communication Inc.

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Chapter 1. Letter to Shareholders

2025 business results

(NT\$ thousand)

Item	2025	2024	Difference	Difference %
Consolidated operating revenues	1,351,435	821,516	529,919	64.51%
Consolidated operating gross profit	167,911	54,811	113,100	206.35%
Consolidated Non-operating Income and Expenses	59,088	89,530	(30,442)	(34.00%)
Consolidated income (loss) net of tax	107,735	3,684	104,051	2,824.40%

Due to significant improvements in project execution and engineering orders, The Company itself and its Subsidiary saw an increase in 2025, despite a relative decrease in fiber product revenue share. By focusing on high-margin items like energy storage and electromechanical engineering, business execution capability and operational scale improved, leading to a core business revenue increase of NT\$529,919 thousand and a profit increase of approximately NT\$113,100 thousand. Even with a decrease in non-operating income of NT\$30,442 thousand, the after-tax net profit for 2025 still increased by NT\$104,051 thousand.

Consolidated operating revenues in 2025 were NT\$1,351,435 thousand, showing a growth of 64.51% compared to the 2024 revenue of NT\$821,516 thousand. Earnings per share in 2025 and 2024 were NT\$1.02 and NT\$0.07, respectively.

Description of the 2026 Business Plan

Looking ahead to 2026, revenue is expected to grow significantly compared to 2025, mainly driven by the fiber business. The strategy involves expanding market share in the telecom sector and actively deploying and introducing new technologies. The Company will continue to focus on the application and development of silicon photonics to enhance product competitiveness.

In the smart grid business, the main operations are in the two major fields of smart grid system integration providers and telecommunications transmission ICT integrators. At present, the main customer opportunities lie in Taiwan Power Company MPLS/DWDM/ROADM transmission, 5G experimental networks, and ultra-high

voltage power signal transmission. The Company itself will actively seek opportunities in the energy development transformation, aiming to become the best supplier for domestic large power users in need of self-managed energy storage, assisting enterprises in designing optimized investment and improvement recommendations, and expanding development in the commercial market. In line with the government's policy goal of having 30% renewable energy by 2030 and Taiwan Power Company's NT\$500 billion resilient grid plan, large electricity consumers are trending towards building their own energy storage systems.

In terms of electromechanical engineering, we will reduce low-margin government bids and shift towards higher-margin electromechanical engineering. We will leverage our expertise to provide services for infrastructure, create cost advantages, enhance project capabilities, and continue to develop businesses related to traffic engineering, maintaining service opportunities and capabilities in highly professional national fields.

Looking ahead, the Company will continue to focus on technological innovation to promote product upgrades and market expansion, particularly strengthening its presence in the fields of fiber communication and energy storage technology. The Company will strive to capture the growing market demand for energy storage installations required by private enterprises and enhance the planning for the development of related engineering turnkey and BOT projects.

Chairman: Lin, Yu-Chang

Chapter 2. Corporate Governance Report

I. Information on the Directors, President, Vice Presidents, Assistant Vice Presidents, and Supervisors of Divisions and Branch Units

(I) Director and Supervisor Information I

February 28, 2026; Unit: Shares/%

Position	Name	Gender age	Nationality/ Place of Registration	Date First Elected	Date Elected	Term	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Note
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Position	Name	Relationship	
Chairperson	TSG Tech Holdings Co., Ltd.	-	R.O.C.	June 19, 2023	June 19, 2023	3 years	2,754,319	2.61	2,754,319	2.61	0	0	0	0	-	-	None.	None	None	Note 1 -
	Representative: Lin Yu-Chang	Male 61~70 years old	R.O.C.	June 8, 2022	June 19, 2023	3 years	0	0	170,000	0.14	0	0	0	0	Graduated from Faculty of Law, National Taipei University Representative of United Fiber Optic Communication Investment Co., Ltd. Independent Director of Taiwan Styrene Monomer Corporation	Spokesperson of the Company itself Chairperson of TSG ENGINEERING CORP. Independent Director of Kaimei Electronic Corp.	None.	None	None	-

Director	TSG Tech Holdings Co., Ltd.	-	R.O.C.	June 19, 2023	June 19, 2023	3 years	2,754,319	2.61	2,754,319	2.61	0	0	0	0	-	-	None.	None	None	Note 1 -	
	Representative: Li Yun-Chin	Female 51~60 years old	R.O.C.	December 1, 2022	June 19, 2023	3 years	0	0	0	0	0	0	0	0	0	0	Master of Management, National Cheng Kung University Chairman of Sapido Technology Inc. Director of Amigo Technology Inc. Chairman of NewSoft Technology Corporation Chairperson of Chuang Shi Jie Co., Ltd. Chairperson of Wang Star Information Co., Ltd. Chairperson of Innovation New Retail Co., Ltd.	Chairman of Sapido Technology Inc. Director of Amigo Technology Inc. Chairman of NewSoft Technology Corporation Chairperson of Chuang Shi Jie Co., Ltd. Chairperson of Wang Star Information Co., Ltd. Chairperson of Innovation New Retail Co., Ltd.	None.	None	None
Director	E-SHENG STEEL CO., LTD.	-	R.O.C.	June 19, 2023	June 19, 2023	3 years	39,131,600	37.15	39,131,600	37.15	0	0	0	0	-	-	None.	None	None	-	
	Representative: Lin Shih-Kuo	Male 71~80 years old	R.O.C.	June 19, 2023	June 19, 2023	3 years	0	0.00	0	0	0	0	0	0	0	Department of Telecommunications Engineering, National Chiao Tung University CEO of Cameo Communications, Inc. President of D-Link Corporation	Director of Yunteng Network Technology Co., Ltd.	None.	None	None	-
	Representative: Su Yu-Jou	Female 21~30 years old	R.O.C.	June 19, 2023	June 19, 2023	3 years	0	0.00	0	0	0	0	0	0	0	Department of Marketing Management, Takming University of Science and Technology Head of Taiwei Co., Ltd.		None.	None	None	-

Independent director	Hou, Rong-Hsien	Male 61~70 years old	R.O.C.	March 25, 2022	June 19, 2023	3 years	0	0	0	0	0	0	0	0	0	Graduate School of Accounting, National Cheng Kung University Department of Accounting, Taipei University Head of Hou Jung-Hsien Accounting Firm Director of Ernst & Young Associates Kaohsiung Branch Lecturer of Department of Accounting, National Cheng Kung University Independent Director of Jiyuan Packaging Holdings Limited Corporate Director Representative of Sheh Fung Screws Co., Ltd. R.O.C.	Head of Hou Jung-Hsien Accounting Firm Independent Director of Mospec Semiconductor Corp. Independent Director of T.Y.C. Brother Industrial Co., Ltd. Corporate Director Representative of E&R Engineering Corporation Corporate Director Representative of Jia Wei Lifestyle, Inc.	None.	None	None	-
	Huang, Jui-Mu	Male 61~70 years old	R.O.C.	June 19, 2023	June 19, 2023	3 years	0	0	0	0	0	0	0	0	0	Department of mechanical engineering, Min Chi University of Technology Director of Chang Hwa Commercial Bank, Ltd. President of Chang Hwa Commercial Bank, Ltd. Vice President of Bank of Taiwan	Independent Director of Taiwan Styrene Monomer Corporation Independent Director of Hanlai Foods Corp.	None.	None	None	
	Chen Fang-Ling	Female 61~70 years old	R.O.C.	June 19, 2023	June 19, 2023	3 years	0	0	0	0	0	0	0	0	0	Department of Business Administration, Tamkang University Manager of Union Optical & Instruments Ltd. Assistant Vice Presidents of Chuan Tung Shareholder Service Co., Ltd	President of Hongtong Co., Ltd.	None.	None	None	

Note 1: Renamed TSG Tech Holdings Co., Ltd. on February 23, 2026.

Major Shareholder of the Institutional Shareholder

February 28, 2026

Name of Institutional Shareholder	Major Shareholder of the Institutional Shareholder
Taiwan Network Investment Holdings Co.	100% of Kings Asset Management
E-SHENG STEEL CO., LTD.	100% of E-Top Metal Co., Ltd.

Where the major shareholder is an institutional entity, their major shareholder

February 28, 2026

Name of juridical person	Major Shareholder of the Institution
Kings Asset Management	James Huang (45%), Wang Jiong-Fen (36%), E-Top Metal Co., Ltd. (19%)
E-Top Metal Co., Ltd.	FIRST CAPITAL HOLDING CORPORATION (99.99%), Yan Qingli (0.01%)

(II) Director and Supervisor Information II

1. Disclosure of Information about Directors, Supervisors, and the Independence of Independent Directors:

February 28, 2026

Name \ Qualifications	Professional Qualification and Work Experience	Independence.	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
TSG Tech Holdings Co., Ltd. Representative: Lin Yu-Chang	I. Please refer to this Annual Report for "Director and Supervisor Information I" for the directors' professional qualifications and work experience.	Not applicable.	1
TSG Tech Holdings Co., Ltd. Representative: Li Yun-Chin			0
E-SHENG STEEL CO., LTD. Representative: Lin Shih-Kuo			0
E-SHENG STEEL CO., LTD. Representative: Su Yu-Jou			0
Hou, Rong-Hsien			II. None of the Directors have any of the circumstances specified in Article 30 of the Company Act.
Huang, Jui-Mu	2		
Chen Fang-Ling	0		

2. Board Diversity and Independence:

(1) Diversity of the Board:

Specific management goals for diversification	Status of achievement.
It is not advisable for directors who concurrently serve as company managers to exceed one-third of the board seats.	None.
The board of directors should include at least one female director.	The three seats for female directors have already met the goal of gender equality.
At least one member should have a professional background in Finance and Accounting or relevant industry management experience.	Among the board members, two have a background in finance and accounting, one has a legal background, and all possess relevant industry management experience.
The number of directors who hold employee status within the Company itself, its parent company, subsidiaries, or affiliated companies should be less than or equal to one-third of the directorship positions in order to achieve supervisory objectives.	None.

The Company has established "Corporate Governance Best-Practice Principles", which stipulates the knowledge, skills and literacy that directors generally need to possess for the performance of their duties. In order to achieve the Company's ideal goals, the board of directors should have the ability to make operational judgments, ability to perform accounting and financial analysis, ability to conduct management administration, ability to conduct crisis management, knowledge of the industry, an international market perspective, leadership, and decision-making ability.

February 28, 2026

Core Projects Director	Position	Basic Composition										Diversified professional and industry experience					Note	
		Nationality	Gender	Employee status	Age						Seniority of Independent Director		Leadership and Decision Making Ability	Operational Judgment and Management Administration	Finance and Accounting	Knowledge of the industry, an international market perspective		Law
					21 to 30 years old	31 to 40 years old	41 to 50 years old	51 to 60 years old	61 to 70 years old	71 to 80 years old	Less than 3 years	Over 3 year						
Lin, Yu-Chang	Chairperson	R.O.C.	Male					✓					✓	✓		✓	✓	1
Li Yun-Chin	Director	R.O.C.	Female				✓						✓	✓		✓		1
Lin, Shih-Kuo	Director	R.O.C.	Male							✓			✓	✓		✓		2
Su, Yu-Jou	Director	R.O.C.	Female		✓								✓	✓		✓		2
Hou, Rong-Hsien	Independent Director	R.O.C.	Male					✓			✓		✓	✓	✓	✓		
Huang, Jui-Mu	Independent Director	R.O.C.	Male					✓			✓		✓	✓		✓		
Chen Fang-Ling	Independent Director	R.O.C.	Female					✓			✓		✓	✓	✓	✓		

Note 1: Representative of TSG Tech Holdings Co., Ltd.

Note 2: Representative of E-Sheng Steel Co., Ltd.

With regard to the seven members of the Company's 16th Session of Board of Directors, three of them are women, already meeting the gender diversity regulations of the Board of Directors set by the securities competent authority. Directors Lin Yu-Chang, Li Yun-Chin, and Lin, Shih-Kuo are strong in leadership, operational judgment, management administration, crisis management and industry knowledge with an international market perspective; directors Lin Yu-Chang, and Li Yun-Chin have made contribution to the operation and management of the Company; and directors Lin Yu-Chang is good at legal affairs and legal risk assessment. Moreover, the three independent directors, Hou Jung-Hsien, Huang Jui-Mu, and Chen, Fang-Ling, are good at management administration, internal audit, and accounting and financial affairs, respectively. Among them, Hou Jung-Hsien, who is the convener of the Audit Committee of the Company, is a certified professional and technical person who has passed the National Examination for Certified Public Accountants. Huang Jui-Mu has previously served as a director, general manager, and auditing executive of national banks, and they all provide substantial guidance on the disclosure of the Company's financial statements, formulation of accounting policies, revision of internal controls, and implementation of corporate governance. Currently, the Company has no director serving concurrently as a manager. The percentage of independent directors is 42.85%, the percentage of female directors is 42.85%, and the tenure of three independent directors is less than three years. Five directors are over 60 years old, and two directors are under 60 years old. The Company attaches importance to gender equality in the composition of the Board of Directors, and it has followed and implemented a diversity approach to electing the members of the Board and they all have the necessary experience to operate the Company. The Company itself also continuously arranges diverse training courses for the board members to enhance their decision-making quality, fulfill their supervisory responsibilities, and further strengthen the functions of the Board of Directors. The directors' educational history, gender and work experience (please refer to this Annual Report for "Director and Supervisor Information I").

(2) Independence of the Board:

The current board of directors of the Company consists of seven members, including three independent directors, accounting for not less than one-third of the directorship positions. As of February 28, 2026, the independent directors are all in compliance with the regulations of the Financial Supervision Commission Securities and Futures Bureau regarding independent directors, and there are no cases as stipulated in Paragraphs 3 and 4 of Article 26-3 of the Securities

and Exchange Act between each director and independent director, and the board of directors of the Company is independent (please refer to the disclosure of information on the professional qualifications of directors and supervisors and the independence of independent directors in this annual report).

(III) President, Vice Presidents, Assistant Vice Presidents, and Supervisors of Divisions and Branch Units

February 28, 2026; Unit: Shares/%

Position	Name	Gender	Nationality	Date of appointment	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Other Companies	Managerial Officer who Are Spouses or within the Second Degree of Kinship			Managerial officers' acquisition of employee stock warrants status	Note
					Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Position	Name	Relationship		
Operating President	Lai, Hao-Min	Male	R.O.C.	May 6, 2024	0	0	0	0	0	0	Master's student at the Graduate Institute of Business Administration, Shih Chien University (currently studying) Vice President of Advanced Communication Technology & Solutions Corporation Ethernet Shareholding Co., Ltd. Project Manager Project Manager of JSMART Co., Ltd. Project Manager of Hwacom Systems Inc.	None.	None	None	None	-	-
Vice President of Fiber Optic Engineering/Transportation Engineering Division	Lai, Wen-Chun	Male	R.O.C.	November 4, 2022	0	0	0	0	0	0	New York University Institute of Electrical Engineering Director of Engineering Division and R&D Division of the Company Director	None.	None	None	None	-	-
Vice President of Accounting and Financial Officer	Tsai, Chen-Tsai	Male	R.O.C.	2024.06.13	92,000	0.087	0	0	0	0	Department of Accounting, Tunghai University Practicing CPA of Deloitte Taiwan	None.	None	None	None	-	-
Senior Technical Consultant of Smart Grid Business	Chiang, Wen-Jui	Male	R.O.C.	April 1, 2025	0	0	0	0	0	0	Institute of Electrical Engineering, National University of Tainan Lishengxing - R&D Director Howard Innovation - Vice President of Energy Storage Kenwi Technology - Assistant Manager of R&D Engineering	None.	None	None	None		

Assistant Vice President of Information Equipment	Lin, Chien-Liang	Male	R.O.C.	April 1, 2025	0	0	0	0	0	0	Department of Information Management, Yu Da University of Science and Technology Maintenance Engineer at Liuba Information Co., Ltd.	None.	None	None	None		
Assistant Vice President	Lee, Hsun-Wei	Male	R.O.C.	April 1, 2025	0	0	0	0	0	0	Department of Information and Network Engineering, Lughwa University of Science and Technology Maintenance Engineer at Chunghwa Telecom Co., Ltd. System Engineer at Gorilla Technology Telecom Engineer at Taiwan Star	None.	None	None	None		
Assistant Vice President of Corporate Governance Officer	Chen, Lii-Huan	Male	R.O.C.	May 3, 2023	10,000	0.009	0	0	0	0	Department of History, Fu Jen Catholic University (Evening Program) Manager of MasterLink Securities Shareholder Services Department, Business Division	None.	None	None	None	-	-

II. Remuneration paid to directors (including independent directors), supervisors, presidents and vice presidents in the most recent year

(I) Remuneration of directors and supervisors

1. Remuneration for general directors and independent directors (2025)

December 31, 2025; Unit: NT\$1,000

Position	Name	Remuneration Paid to Directors	Total Remuneration	Relevant Remuneration Received by Directors who Are Also Employees (Note 3)	The total amount of A, B, C, D, E,	Remuneration from Invested
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		Base Compensation (A)		Severance Pay and Pension (B)		Directors (C) (Note 2)		Business Execution Expenses (D)		(A+B+C+D) and Its Ratio to Net Income (%)		Salary, Bonus, and Allowance (E)		Severance Pay and Pension (F) (Note 1)		Employee Compensation (G) (Note 2)				F, and G, as well as the Ratio of Total Remuneration (A+B+C+D+E+F+G) to Net Income (%).		Companies Other than Subsidiaries or the Parent Company	
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company		All Companies in Consolidated Financial Statements		The Company	All Companies in Consolidated Financial Statements		
																Cash	Stock amount	Cash	Stock amount				
Corporate Director (Chairman)	United Fiber Optic Communication Inc. (Note 5)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	None.
Corporate Director (Chairman)	TSG Tech Holdings Co., Ltd.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	None.
Chairperson	Lin Yu-Chang (Representative of TSG Tech Holdings Co., Ltd.)	360	360	0	0	0	0	55	55	415 5.466	415 5.466	4,076	4076	0	0	0	0	0	0	4,491 59.154	4,491 59.154	0	None.
Director	Li Yun-Chin (Representative of TSG Tech Holdings Co., Ltd.)	360	360	0	0	0	0	50	50	410 5.400	410 5.400	0	0	0	0	0	0	0	0	410 5.400	410 5.400	0	None.
Corporate director	E-SHENG STEEL CO., LTD.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	None.
Director	Lin Shih-Kuo (Representative of E-Sheng Steel Co., Ltd.)	360	360	0	0	0	0	50	50	410 5.400	410 5.400	0	0	0	0	0	0	0	0	410 5.400	410 5.400	0	None.
Director	Su Yu-Jou (Representative of E-Sheng Steel Co., Ltd.)	360	360	0	0	0	0	45	45	405 5.335	405 5.335	405	405	0	0	0	0	0	0	405 5.335	405 5.335	0	None.
Independent director	Hou, Rong-Hsien	780	780	0	0	0	0	100	100	880 11.591	880 11.591	0	0	0	0	0	0	0	0	885 11.657	885 11.657	0	None.
Independent director	Huang, Jui-Mu	780	780	0	0	0	0	100	100	880 11.591	880 11.591	0	0	0	0	0	0	0	0	880 11.591	880 11.591	0	None.
Independent director	Chen Fang-Ling	760	760	0	0	0	0	75	75	835 10.998	835 10.998	0	0	0	0	0	0	0	0	835 10.998	835 10.998	0	None.

Note 1: The fund allocated to the severance and pension program.

Note 2: The Company itself did not distribute earnings for the 2024 Year.

Note 3: The Company's Board of Directors does not have any directors who are also employees or managers.

Note 4: The remuneration policy, system, standard, and structure for the independent directors of the Company itself is based on the responsibilities, risks, and time invested. In accordance with Article 17 of the Articles of Association of the Company, the remuneration of directors for the performance of their duties shall be paid according to the participation and value contribution of individual directors, which shall be agreed upon by the board of directors in consideration of the normal industry standards. In addition, if the Company has profits in the current year, in accordance with Article 21 of the Articles of Association of the Company, not more than 3% of the Company's profit for the year shall be allocated as remuneration to the directors. The Company periodically evaluates the remuneration of directors and independent directors in accordance with the "Rules for Performance Evaluation of Board of Directors". The relevant performance evaluation and the reasonableness of remuneration are reviewed by the Remuneration Committee and the Board of Directors.

Note 5: Director remuneration from subsidiaries.

Note 6: Other than disclosures in the above table, remuneration paid to directors for providing services (e.g., providing consulting services as a non-employee) for all companies in consolidated financial statements in the most recent year: None.

*** The remuneration disclosed in this table is different from the concept of income under the Income Tax Act, therefore, the purpose of this table is for information disclosure and not for tax purposes.**

Range of Remuneration

December 31, 2025

Range of Remuneration Paid to Directors	Name of Director			
	Total Amount of Remuneration (A+B+C+D)		Total Amount of Remuneration (A+B+C+D+E+F+G)	
	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements
Less than NT\$1,000,000	TSG Tech Holdings Co., Ltd., E-SHENG STEEL CO., LTD., Lin, Yu-Chang, Li Yun-Chin, Hou Hsien-Jung, Huang, Jui-Mu, Chen Fang-Ling, Lin, Shih-Kuo, Su, Yu-Jou	United Fiber Optic Communication Inc., TSG Tech Holdings Co., Ltd., E-SHENG STEEL CO., LTD., Lin, Yu-Chang, Li Yun-Chin, Hou Hsien-Jung, Huang, Jui-Mu, Chen Fang-Ling, Lin, Shih-Kuo, Su, Yu-Jou	TSG Tech Holdings Co., Ltd., E-SHENG STEEL CO., LTD., Li Yun-Chin, Hou Hsien-Jung, Huang, Jui-Mu, Chen Fang-Ling, Lin, Shih-Kuo, Su, Yu-Jou	United Fiber Optic Communication Inc., TSG Tech Holdings Co., Ltd., E-SHENG STEEL CO., LTD., Li Yun-Chin, Hou Hsien-Jung, Huang, Jui-Mu, Chen Fang-Ling, Lin, Shih-Kuo,
NT\$1,000,000 (inclusive)~ NT\$2,000,000 (exclusive)	-	-	-	Su, Yu-Jou
NT\$2,000,000 (inclusive)~ NT\$3,500,000 (exclusive)	-	-	-	-
NT\$3,500,000 (inclusive)~ NT\$5,000,000 (exclusive)	-	-	Lin, Yu-Chang	Lin, Yu-Chang
NT\$5,000,000 (inclusive)~ NT\$10,000,000 (exclusive)	-	-	-	-
NT\$10,000,000 (inclusive)~ NT\$15,000,000 (exclusive)	-	-	-	-
NT\$15,000,000 (inclusive)~ NT\$30,000,000 (exclusive)	-	-	-	-
NT\$30,000,000 (inclusive)~ NT\$50,000,000 (exclusive)	-	-	-	-
NT\$50,000,000 (inclusive)~ NT\$100,000,000 (exclusive)	-	-	-	-
Over NT\$100,000,000	-	-	-	-
Total	9 people	10 people	9 people	10 people

2. Remuneration for supervisors: None.

(II) Remuneration Paid to the President and Vice Presidents (2025)

December 31, 2025; Unit: NT\$1,000

Position	Name	Salary (A)		Severance Pay and Pension (B)		Bonus and Allowance (C)		Employee Compensation (D)				Total Remuneration (A+B+C+D) and Its Ratio to Net Income (%)		Remuneration from Invested Companies Other than Subsidiaries or the Parent Company
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company		All Companies in Consolidated Financial Statements		The Company	All Companies in Consolidated Financial Statements	
								Cash	Stock amount	Cash	Stock amount			
Vice President of Finance & Accounting Department	Tsai, Chen-Tsai	2,703	3,627	108	108	685	685	0	0	0	0	3,496 46.048	4,420 58.219	None.
Operating President	Lai, Hao-Min	2,743	2,743	108	108	469	469	0	0	0	0	3,320 43.730	3,320 43.730	None.
Vice President of Fiber Optic Engineering/Transportation Engineering Division	Lai, Wen-Chun	1,771	1,771	108	108	429	429	0	0	0	0	2,308 30.400	2,308 30.400	None.

Range of Remuneration

December 31, 2025

Range of Remuneration Paid to the President and Vice Presidents	Name of President and Vice Presidents	
	The Company	All Companies in Consolidated Financial Statements
Less than NT\$1,000,000	-	-
NT\$1,000,000 (inclusive)~ NT\$2,000,000 (exclusive)	Lai, Wen-Chun	Lai, Wen-Chun
NT\$2,000,000 (inclusive)~NT\$3,500,000 (exclusive)	Tsai, Chen-Tsai, Lai, Hao-Min	Tsai, Chen-Tsai, Lai, Hao-Min
NT\$3,500,000 (inclusive)~NT\$5,000,000 (exclusive)	-	-
NT\$5,000,000 (inclusive)~NT\$10,000,000 (exclusive)	-	-
NT\$10,000,000 (inclusive)~NT\$15,000,000 (exclusive)	-	-
NT\$15,000,000 (inclusive)~NT\$30,000,000 (exclusive)	-	-
NT\$30,000,000 (inclusive)~NT\$50,000,000 (exclusive)	-	-
NT\$50,000,000 (inclusive)~NT\$100,000,000 (exclusive)	-	-
Over NT\$100,000,000	-	-
Total	3 people	3 people

(III) The individual remuneration paid to each of its top five management personnel (2025)

December 31, 2025; Unit: NT\$1,000

Position	Name	Salary (A)		Severance Pay and Pension (B)		Bonus and Allowance (C)		Employee Compensation (D)				Total Remuneration (A+B+C+D) and Its Ratio to Net Income (%)		Remuneration from Invested Companies Other than Subsidiaries or the Parent Company
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company		All Companies in Consolidated Financial Statements		The Company	All Companies in Consolidated Financial Statements	
								Cash	Stock amount	Cash	Stock amount			
Operating President	Lai, Hao-Min	2,743	2,743	108	108	469	469	0	0	0	0	3,320 43.730	3,320 43.730	None.
Vice President of Fiber Optic Engineering/Transportation Engineering Division	Lai, Wen-Chun	1,771	1,771	108	108	429	429	0	0	0	0	2,308 30.400	2,308 30.400	None.
Vice President of Finance & Accounting Department	Tsai, Chen-Tsai	2,703	3,627	108	108	685	685	0	0	0	0	3,496 46.048	4,420 58.219	None.
Assistant Vice President of Information Equipment	Lin, Chien-Liang	1,329	1,329	87	87	114	114	0	0	0	0	1,530 20.153	1,530 20.153	None.
Senior Technical Consultant of Smart Grid Business	Chiang, Wen-Jui	1,718	1,718	108	108	258	258	0	0	0	0	2,084 27.450	2,084 27.450	None.

* The remuneration disclosed in this table is different from the concept of income under the Income Tax Act, therefore, the purpose of this table is for information disclosure and not for tax purposes.

Employee Compensation Paid to Managerial Officers: None

(IV) Separately compare and describe total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by this Company and by each other company included in the consolidated financial statements during the past 2 fiscal years to directors, supervisors, presidents, and vice presidents, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.

1. The analysis of the total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by this Company and by each other company included in the consolidated financial statements during the past 2 fiscal years to directors, supervisors, presidents, and vice presidents is shown in the following table:

Name	2025		2024	
	The Company	Ratio of Total Remuneration to Net Income (%)	The Company	Ratio of Total Remuneration to Net Income (%)
Director	8,721	114.87	7,899	104.04
President and Vice President	9,124	120.17	6,814	89.75

2. Remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.

Item/Description	Remuneration of directors and supervisors	President and managerial personnel remuneration
Remuneration Policy	The amount to be paid to the directors from annual earnings in accordance with Article 17 of the Company's Articles of Association.	Reasonable remuneration based on the Company's salary cycle, performance appraisal and reference to the Company's overall operational performance, individual performance achievement rate and contribution to the Company's performance.

Standards and Packages	The amount of remuneration to be distributed to each director will be determined by taking into account the extent of his or her duties, the amount of time he or she devotes to the Company, the level of responsibility he or she assumes, and the merits of his or her personal performance.	Salaries, job allowances, bonuses, severance pay, pensions, employee compensation, stock options, restricted stock and other tangible incentives.
Procedure for determining remuneration	According to the Articles of Association of the Company, the Board of Directors shall make a proposal for profit distribution to the shareholders' meeting.	Determined by their individual contribution to the Company, work ability and other factors.
Linkage to operating performance and future risk exposure	<ol style="list-style-type: none"> 1. Regularly evaluate the performance of the directors every year, and report the evaluation results to the board of directors for the following year as a reference for review and improvement, and the basis for the selection or nomination of directors or remuneration in accordance with the provisions of the Performance Evaluation Measures of the Board of Directors of the Company. 2. The remuneration of directors, Presidents and managerial personnel has fully considered their professional ability, the Company's operating and financial conditions and continued education, as well as other special contributions, and has linked the Company's performance and individual performance as the calculation standard for remuneration. 3. The Company also reviews future operational risks, environmental protection and corporate social responsibility at all times, and reviews the remuneration system in a timely manner in order to strike a balance between the Company's sustainable operation and risk control. 	

III. Implementation of Corporate Governance

(I) Board of Directors:

1. A total of 11 (A) meetings of the Company's Board of Directors were held in 2025. The attendance of the directors is as follows:

Position	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) [B/A]	Note
Chairperson	Lin Yu-Chang (Representative of TSG Tech Holdings Co., Ltd.)	11	0	100	
Director	Li Yun-Chin (Representative of TSG Tech Holdings Co., Ltd.)	10	1	90.9	
	Lin Shih-Kuo (Representative of E-Sheng Steel Co., Ltd.)	11	0	100	
	Su Yu-Jou (Representative of E-Sheng Steel Co., Ltd.)	9	2	81.8	
Independent director	Hou, Rong-Hsien	11	0	100	
Independent director	Huang, Jui-Mu	11	0	100	
Independent director	Chen Fang-Ling	8	3	72.7	

Other matters to be recorded:

- I. With regard to the implementation of the Board of Directors, if any of the following circumstances occurs, the dates, terms of the meetings, contents of motions, all independent directors' opinions and the Company's handling of such opinions shall be specified:
- (I) Matters listed in Article 14-3 of the Securities and Exchange Act: Please refer to "Important Resolutions of the Board of Directors" in this Annual Report.
- (II) Any recorded or written Board resolutions to which independent directors have objections or reservations to be noted in addition to the above: None for the Company.
- II. Regarding recusals of directors from voting due to conflicts of interest, the names of the directors, contents of motions, reasons for recusals, and results of voting shall be specified:

Meeting Date	Name of Director	Contents of Motion	Reasons for recusals due to conflicts of interest	Results of voting
The 27th Meeting of the 16th Session of the Board of Directors November 10, 2025	Lin, Yu-Chang	Dismissal and Appointment of Operating President of TSG ENGINEERING CORP. Subsidiary	Relationship with oneself	Did not participate in the discussion and voting due to individual conflict of interest. The proposal was chaired by Independent Director Huang, Jui-Mu, and after consulting the

				other attending directors, it was approved unanimously with no opposition.
The 27th Meeting of the 16th Session of the Board of Directors November 10, 2025	Lin, Yu-Chang	Proposal for the remuneration of Chairperson and senior managers of TSG ENGINEERING CORP. Subsidiary	Relationship with oneself	Did not participate in the discussion and voting due to individual conflict of interest. The proposal was chaired by Independent Director Huang, Jui-Mu, and after consulting the other attending directors, it was approved unanimously with no opposition.

III. Information such as the evaluation cycle and period, scope of evaluation, evaluation method, and evaluation items of the self (or peer) evaluations conducted by the Board of Directors:

Frequency	Once a year	
Period	January 1, 2025 to December 31, 2025	
Scope	Performance of the Board of Directors	Performance of Individual Board Members
Method	Self-evaluation by the Board	Self-evaluation by the directors
Content	<ol style="list-style-type: none"> 1. Involvement Level in Company Operations 2. Enhancement of the quality of the board's decision-making 3. Makeup and structure of the board 4. Director's professionalism and continuing knowledge development 5. Internal Controls 	<ol style="list-style-type: none"> 1. Understanding of the Company's goals and mission 2. Awareness of director's duties 3. Involvement Level in Company Operations 4. Internal relationship and communication 5. Director's professionalism and continuing knowledge development 6. Internal Controls

- (I) The internal evaluation score of the Board of Directors' performance in 2025 Year was 4.96 points. (total score is 5 points)
Self-evaluation result: excellent
- (II) The self-evaluation score of individual director members in 2025 Year was 4.96 points. (total score 5 points)
Self-evaluation result: excellent

IV. Measures taken to strengthen the functionality of the Board (e.g., establishing the Remuneration Committee to enhance information transparency, etc.) and the evaluation of the implementation.

- (I) Establishing the Audit Committee: On 22 March 2019, the Board of Directors resolved to set up an Audit Committee to supervise and enhance the Company's operating performance.
- (II) Establishing the Remuneration Committee: On December 16, 2011, the Company's Board of Directors resolved to establish a Remuneration Committee to implement recommendations, evaluate and supervise the Company's overall remuneration policy, President and managerial personnel remuneration levels, employee stock option plans and employee remuneration plans or other employee incentive plans.
- (III) Establishing the Corporate Sustainable Development Committee: On December 25, 2023, The Board of Directors resolved to establish a Sustainable Development Committee to implement the sustainable management policy.
- (IV) Enhancing information transparency: The Company's important business and financial information, significant resolutions of the Board of Directors, material information, directors' continuing education, and corporate governance information have been posted on the MOPS and disclosed on the Company's website in accordance with the relevant laws and regulations so that stakeholders can obtain relevant information in a timely manner.
- (V) The Interim Financial Reports have been approved by the Audit Committee and submitted to the Board of Directors for discussion and resolution from 2022.
- (VI) The Company's Board of Directors has set up three female directors, in compliance with the Financial Supervisory Commission's regulation that directors of a different gender should constitute one-third of the board seats. Additionally, it plans an advanced course for senior managers to fulfill the goals of director diversity and succession planning.
- (VII) We have set up a Corporate Governance Director on May 3, 2023 to be responsible for corporate governance-related matters, protect the rights and interests of shareholders and strengthen the functions of the board of directors.

The execution status of corporate governance in 2025 is as follows:

1. Handle matters related to Board of Directors and shareholders' meetings in accordance with the law.
2. Prepare minutes of board of directors and shareholders meetings.
3. Assist Directors in their appointment and continuing education.
4. Provide the information necessary for directors to carry out their duties.
5. Assist directors in compliance with laws and regulations.
6. Handle matters related to director changes.
7. Other matters stipulated in the Company's articles of association or contract, etc.

(II) The Status of Operations of the Audit Committee:

A total of 9 (A) meetings of the Audit Committee were held in 2025. The attendance of independent directors is as follows:

Position	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Note
Independent director	Hou, Rong-Hsien	9	0	100	
Independent director	Huang, Jui-Mu	9	0	100	

Independent director	Chen Fang-Ling	7	2	77.7	
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Other matters to be recorded:

- I. With regard to the implementation of the Audit Committee, if any of the following circumstances occurs, the Meeting Date, Session, Contents of Motion, all Audit Committee Outcomes of Resolutions, and the Company's handling of such resolutions shall be specified:

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

Session (Date)	Important Board Resolutions	Matters referred to in Article 14-5 of the Securities and Exchange Act	All independent directors' opinions and the Company's handling of such opinions.
The 16th Meeting of the 4th Session of Audit Committee 2025/01/06	1. Proposal for the Company's 2025 Year budget	V	All independent directors agreed to the approval.
The 17th Meeting of the 4th Session of Audit Committee 2025/03/10	1. The 2024 Business Report and Financial Statements	V	All independent directors agreed to the approval.
	2. Proposal for 2024 Deficit Compensation	V	All independent directors agreed to the approval.
	3. Assessment of the independence and suitability of the CPAs	V	All independent directors agreed to the approval.
	4. Discussion on the appointment and remuneration of the CPAs for 2025 Year	V	All independent directors agreed to the approval.
	5. The 2024 Annual Statement of Internal Control System	V	All independent directors agreed to the approval.
The 18th Meeting of the 4th Session of Audit Committee 2025/03/19	1. Proposal for funds loaning for the Subsidiary TSG MECHATRONIC CORP. and TSG ENGINEERING CORP.	V	All independent directors agreed to the approval.
The 19th Meeting of the 4th Session of Audit Committee 2025/05/05	1. Consolidated financial statements for the first quarter of 2025	V	All independent directors agreed to the approval.
	2. Proposed amendment to certain provisions of the Company's "Operational Procedures for Managing the Preparation of Financial Statements."	V	All independent directors agreed to the approval.
	3. Implementation of subsidiary internal control case	V	All independent directors agreed to the approval.
The 20th Interim Meeting of the 4th Session of	1. Proposal for Amendments to the Company's "Approval Authority Table"	V	All independent directors agreed to the approval.

Audit Committee 2025/07/21	2. The Company itself intends to invest an additional amount not exceeding NT\$50 million in the ordinary shares of KGI Financial Holdings Co., Ltd.	V	All independent directors agreed to the approval.
	3. The Company itself plans to apply for a pledge setting with financial securities institutions.	V	All independent directors agreed to the approval.
The 21st Meeting of the 4th Session of Audit Committee 2025/08/04	1. Consolidated financial statements for the second quarter of 2025	V	All independent directors agreed to the approval.
	2. The Company itself intends to apply for a credit case with financial securities institutions due to business development needs.	V	All independent directors agreed to the approval.
	3. Proposed amendment to certain provisions of the Company's Articles of Association.		All independent directors agreed to the approval.
The 22nd Interim Meeting of the 4th Session of Audit Committee 2025/09/17	1. Proposal on issuance of new shares through capitalization of earnings for the Subsidiary TSG MECHATRONIC CORP.	V	All independent directors agreed to the approval.
	2. Proposal on issuance of new shares through capitalization of earnings for the Subsidiary TSG ENGINEERING CORP.	V	All independent directors agreed to the approval.
	3. The straightforward Merger proposal of the Subsidiary TSG ENGINEERING CORP. and TSG MECHATRONIC CORP.	V	All independent directors agreed to the approval.
	4. Proposal for the Company's Chief Internal Auditor Appointment	V	All independent directors agreed to the approval.
The 23rd Meeting of the 4th Session of Audit Committee November 10, 2025	1. Consolidated financial statements for the third quarter of 2025	V	All independent directors agreed to the approval.
	2. Proposal for adjustment to the organizational structure of the Company	V	All independent directors agreed to the approval.
	3. The Company itself participated in the subscription of TSG Development Co., Ltd. (formerly Hung Yi International) for the second private placement of ordinary shares in 2024.	V	All independent directors agreed to the approval.
	4. Proposed amendment to certain provisions of the Company's "Internal Control System" and	V	All independent directors agreed to the approval.

	"Implementation Rules for Internal Auditing."		
The 24th Meeting of the 4th Session of Audit Committee December 22, 2025	1. Proposal for the Company's 2026 Year budget	V	All independent directors agreed to the approval.
	2. Proposal for the Company's Audit plan for 2026	V	All independent directors agreed to the approval.
	3. Establishment of the Company's "Regulations for Financial and Business Operations Among Related Parties"	V	All independent directors agreed to the approval.
	4. Amendment of the Company's "Salary Cycle"	V	All independent directors agreed to the approval.
	5. Credit case of First Bank Su'ao Branch	V	All independent directors agreed to the approval.
	6. The Company itself participated in the subscription of TSG Development Co., Ltd. (formerly Hung Yi International) for the second private placement of ordinary shares in 2024.	V	All independent directors agreed to the approval.

(II) Other matters not approved by the Audit Committee but approved by two-thirds or more of all directors: None.

II. Regarding recusals of independent directors from voting due to conflicts of interest, the names of the independent directors, contents of motions, reasons for recusals, and results of voting shall be specified: None.

III. Communication between the independent directors, chief internal auditor, and CPAs (including the key items, methods, and results of audit of finances and operations):

(I) The summary of communication between the independent directors and chief internal auditor in 2025 is as follows:

Date	Methods of Communication	Matters of Communication with the Chief Internal Auditor	Results of Communication
March 10, 2025	Audit Committee	Report on execution of the fourth quarter Internal Audit for 2024.	None of the independent directors expressed opposition.
May 5, 2025	Individual	Report on execution of the first quarter Internal Audit for 2025.	None of the independent directors expressed opposition.
August 4, 2025	Individual	Report on execution of the second quarter Internal Audit for 2025.	None of the independent directors expressed opposition.
November 10, 2025	Individual	Report on execution of the third quarter Internal Audit for 2025.	None of the independent directors expressed opposition.

※ In addition, monthly internal audit reports and follow-up improvement progress are regularly emailed to independent directors for review.

(II) The summary of communication between the Independent Directors and CPAs in 2025 is as follows:

Date	Methods of Communication	Matters of Communication with the CPAs	Results of Communication
March 10, 2025	Audit Committee	Explain on Individual and Consolidated financial statements for 2024 Year.	None of the independent directors expressed opposition.
May 5, 2025	Individual	Explain on Consolidated financial statements for the first quarter of 2025.	None of the independent directors expressed opposition.
August 4, 2025	Individual	Explain on Consolidated financial statements for the second quarter of 2025.	None of the independent directors expressed opposition.
November 10, 2025	Individual	Explain on Consolidated financial statements for the third quarter of 2025.	None of the independent directors expressed opposition.

IV. Information on the Scope, Method, and Content of the Audit Committee's Evaluation:

Frequency	Once a year
Period	January 1, 2025 to December 31, 2025
Scope	Audit Committee Performance
Method	Audit Committee Self-Assessment
Content	<ol style="list-style-type: none"> 1. Involvement Level in Company Operations. 2. Perception of Functional Committee responsibilities. 3. Improve the decision-making quality of Functional Committees. 4. Composition and Member Selection of Functional Committees 5. Internal control

The performance evaluation score of the Audit Committee in 2025 was 99 points. (total score is 5 points)

Self-evaluation result: excellent

(III) Implementation Status of Corporate Governance and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
I. Does the Company establish and disclose its corporate governance best-practice principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	✓		The Company has established the "Corporate Governance Best-Practice Principles" applicable to the Company in accordance with the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies", which is disclosed on the "Market Observation Post System" and the "Company's Website http://www.ufoc.com.tw/ "	No discrepancies.
II. Shareholding structure & shareholders' rights				
(I) Does the Company establish and implement internal operating procedures to deal with shareholders' suggestions, doubts, disputes, and litigations?	✓		(I) The Company has a spokesperson and an acting spokesperson as a service window to deal with shareholder suggestions, doubts, disputes and lawsuits, and deal with shareholder-related issues on the Company's website http://www.ufoc.com.tw .	No discrepancies.
(II) Does the Company possess a list of its major shareholders with controlling power as well as the ultimate owners of those major shareholders?	✓		(II) The Company currently appoints a professional stock agency to handle stock-related business and has a person within the Company who is responsible for liaising and communicating with shareholders and the	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(III) Does the Company establish and execute a risk management and firewall system within its affiliates?	✓		<p>professional stock agency to keep track of the list of major shareholders and the ultimate controlling parties of major shareholders and their shareholdings on a monthly basis, and to report changes in their shareholdings on a monthly basis in accordance with the regulations.</p> <p>(III) The Company has established operating procedures such as "Financial and Business Related Procedures Among Related Parties," "Management of Related Party Transactions," and "Procedures for Monitoring Subsidiaries" and has effectively implemented the risk control mechanism.</p>	No discrepancies.
(IV) Does the Company establish internal rules against insiders using undisclosed information to trade in securities?	✓		<p>(IV) The Company has established internal procedures such as "Management of Prevention of Insider Trading", "Ethical Corporate Management Best Practice Principles", "Code of Ethical Conduct" and "Procedures for Handling Material Inside Information", which clearly stipulate that the Company's insiders shall not use the non-public information they know to engage in insider trading and shall not disclose it to others in order</p>	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			to prevent others from using the non-public information to engage in insider trading.	
<p>III. Composition and responsibilities of the Board of Directors</p> <p>(I) Does the board develop and implement diversity guidelines for the composition of its members?</p>	✓		<p>(I) In the "Corporate Governance Best-Practice Principles", the Company stipulates a diversification policy for the composition of the Board of Directors, and when selecting directors, it takes into account the professional knowledge and skills, experience and gender of the directors in accordance with the operating type and development needs of the Company, so as to select suitable personnel. At present, the Board of Directors of the Company has seven directors (including three independent directors), of which there are three female directors. Each member of the Board of Directors possesses the necessary professional knowledge and skills in all aspects of corporate operations, including management, business, and finance, as required to perform the duties of his or her office.</p>	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(II) Does the Company voluntarily establish other functional committees in addition to the legally required Remuneration Committee and Audit Committee?	✓		(II) In order to strengthen the functions of the Board of Directors, we have established a Remuneration Committee and an Audit Committee. On December 25, 2023, we voluntarily established a Sustainable Development Committee to formulate organizational regulations and implement them in accordance with regulations.	No discrepancies.
(III) Does the Company have a board of directors' performance evaluation system and its evaluation method, and conduct performance evaluation annually and regularly, and report the results of the performance evaluation to the board of directors and apply them as reference for individual director's salary compensation and nomination for reappointment?	✓		(III) The Company has established the "Regulations Governing the Evaluation of the Board of Directors" and has established various evaluation indicators. The Board of Directors of the Company shall annually perform the internal performance evaluation of the Board of Directors in accordance with the evaluation procedures and evaluation indicators set forth in Articles 6 and 8 of these Procedures. Depending on the actual needs, the Company may decide whether to appoint an external professional independent organization or a team of external experts and scholars to perform the evaluation.	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(IV) Does the Company regularly evaluate the independence of the CPAs?	✓		<p>The results of the internal and external performance evaluations of the Board of Directors shall be completed by the end of the first quarter of the following year. The self-assessment of the Board of Directors and Individual Director self-assessments for 2024 have been completed in the first quarter of 2025.</p> <p>On February 10, 2025, the external performance evaluation of the 2024 Year Board of Directors was commissioned to the Taiwan Corporate Governance Association.</p> <p>The assessment results have been reported in the latest Board of Directors. In the future, it is intended to be considered for individual director's remuneration and nomination for reappointment.</p> <p>The self-assessment of the Board of Directors and Individual Director self-assessments for 2025 have been completed in the first quarter of 2026.</p> <p>(IV) The Company has established the "Measures for the Evaluation of the Independence and Suitability of CPAs" and operates in accordance with the above-</p>	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>mentioned Measures. Since 2019, the Company has required the CPAs to provide a "Total Independence Statement" annually, and the Company have been referencing Audit Quality Indicators (AQIs). The Company's Accounting Department has assessed that the Company's CPAs meet the Company's independence evaluation criteria and are qualified to serve as the Company's CPAs. The Board of Directors of the Company, in discussing the independence and appointment of the CPAs, shall also examine the CVs of the CPAs (detailing the past and current clients of the CPAs) and the independence statement of each CPA (not violating the Bulletin No. 10 for Code of Professional Ethics) for discussion by the Board of Directors in assessing their independence. The Company's 2025 annual CPAs independence and performance evaluation has been reviewed by the Audit Committee on 2026/01/28 and approved by resolution of the Board of Directors. (Note 1)</p>	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
IV. Does the Company appoint adequate persons and a chief governance officer to be in charge of corporate governance matters (including but not limited to providing directors and supervisors required information for business execution, assisting directors and supervisors in following laws and regulations, handling matters in relation to the Board meetings and shareholders' meetings and keeping minutes at the Board meetings and shareholders' meetings according to law)?	✓		<ol style="list-style-type: none"> 1. The Company has developed the "Corporate Governance Best-Practice Principles", which has been disclosed on the "MOPS" and the "Company's website". 2. The Company established a Corporate Governance Director on May 3, 2023, responsible for corporate governance-related matters. The content includes providing directors with necessary information for executing their duties, assisting directors in compliance with laws and regulations, handling matters related to meetings of the Board of Directors and shareholders' meetings in accordance with the law, handling company registration and changes in registration, preparing minutes of board meetings and shareholders' meetings, and assisting the Board of Directors in strengthening its functions. 	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
V. Does the Company establish communication channels and a dedicated section on the Company website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a proper manner?	✓		The Company has established appropriate departments to communicate with stakeholders in accordance with various functions, and discloses information on the MOPS in accordance with relevant laws and regulations so that stakeholders have sufficient information to make judgments to protect their rights and interests, and the Company has set up an "Investor Zone" on our website with a spokesperson's window, telephone number and email address to respond appropriately to important CSR issues of concern to our stakeholders.	No discrepancies.
VI. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The Company has appointed Concord Securities Co., Ltd., a professional stock agency, to handle the Company's stock affairs and shareholders' meetings.	No discrepancies.
VII. Information disclosure (I) Does the Company have a website to disclose the financial operations and corporate governance status?	✓		(I) Our company website is available at http://www.ufoc.com.tw . It discloses financial business and corporate governance information to ensure transparency of information disclosure.	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(II) Does the Company have other information disclosure channels (e.g., building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, and making the process of investor conferences available on the corporate website)?	✓		(II) The Company has set up Chinese and English websites to disclose the Company's product and business information and regularly or irregularly disclose the relevant information on the MOPS. According to the job duties, the Company has assigned special personnel to carry out relevant work, responsible for collecting and disclosing relevant information, and implements the spokesperson system, in which the spokesperson and acting spokesperson speak on behalf of the Company, to ensure that relevant information can be disclosed in a timely manner. If an investor conference is held in the future, the relevant information will also be disclosed on the MOPS and the Company's website.	No discrepancies.
(III) Does the Company publicly announce and file the annual financial reports within two months after the close of the given fiscal year and publicly announce and file the first, second, and third quarterly financial reports	✓		(III) The Company's historical annual financial statements, first, second and third quarter financial statements and monthly operations are announced by the prescribed deadlines.	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
and the operation of each month ahead of the required deadline?				
VIII. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchase of liability insurance for directors and supervisors)?	✓		(I) Employee rights and employee wellness The Company has established work rules in accordance with the Labor Standards Act and other relevant laws and regulations to protect the rights and interests of employees. In accordance with the Articles of Incorporation, the Company shall share the results of its operations with its employees and distribute employee compensation when the Company makes a profit. The Company also uses employee stock options, treasury shares, restricted shares and other compensation systems to retain employees so that they can develop and grow with the Company over the long term, creating a win-win-win situation for the Company, employees and shareholders. The Company has established an Employee Welfare Committee in accordance with the	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>Employee Welfare Committee to provide a number of employee welfare policies for employees, and to provide employees with group insurance to provide appropriate coverage, create a harmonious working environment and enrich employees' lives.</p> <p>(II) Investor relations The Company treats all shareholders fairly with the greatest goal of safeguarding shareholders' rights and interests. In accordance with relevant regulations, the Company shall disclose all major information of the Company such as financial, business and insider shareholding changes on the "MOPS" in a timely manner, and provide investors with more diversified information at all times in the investors zone of the Company's website to protect the rights and interests of investors, and set up a contact window for stakeholders as a channel of communication.</p> <p>(III) Supplier relations Our company regards the relationship with suppliers as a "partnership". In addition to requiring them to</p>	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>provide "good service, high quality, and fair prices", we also require them to plan and implement safety and health management systems for contractors in terms of industrial safety and security. In addition to implementing safety measures such as access control and construction permits for contractors, we also actively assist contractors in implementing self-management of safety and health as well as education and training in order to fulfill our corporate social responsibility in line with the principles of safe employment.</p> <p>When the Company enters into a contract with a major supplier, the contents of the contract shall include compliance with the corporate responsibility policies of both parties. If the supplier violates the policies and has a significant impact on the environment and society of the source community, the Company may terminate or dissolve the terms of the contract at any time.</p> <p>(IV) Rights of stakeholders</p>	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>The Company attaches importance to the rights of stakeholders, and stakeholders may communicate with the Company and make suggestions in order to protect their legitimate rights and interests , and the Company's website http://www.ufoc.com.tw has a Stakeholders Zone to establish a transparent and effective multi-channel communication system.</p> <p>(V) Continuing training and education of directors and supervisors</p> <p>The directors of the Company shall complete the training courses for the current year with 6 hours in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies", and the Company also provides relevant educational information to the directors for reference from time to time.</p> <p>(VI) Implementation of risk management policies and risk evaluation measures</p>	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>The Company has established relevant internal control systems, auditing systems and self-assessment procedures in accordance with the architecture and spirit of enterprise risk management, and has established a comprehensive risk management mechanism through the identification, analysis, assessment, response to and supervision of risks that may arise during the operation of the Company to reduce operational risks.</p> <p>(VII)Customer Policies The Company has always served customers with a win-win, customer-oriented attitude, and strictly abides by the relevant provisions signed with customers to ensure the rights and interests of customers, so that the Company can become a long-term strategic partner of customers.</p> <p>(VIII)Purchase of liability insurance by directors and supervisors The Company has purchased liability insurances for directors and executors in the amount of US \$5 million,</p>	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>with the insurance period from July 9, 2025 to July 9, 2026.</p> <p>(IX) Succession planning of board members and important management levels and succession planning of board members.</p> <p>The Company currently has 7 directors (including 3 independent directors), among whom there is management expertise required for business, financial accounting or corporate business, and the structure of the Company's future Board of Directors and the background of its members shall continue the current structure.</p> <p>Regarding the succession planning of the board of directors, there are currently a number of senior management professionals in the Group, so the Company has an abundant talent pool to take over any vacancies for directors in future. As for the independent directors, they are required by law to have the necessary work experience in business, legal affairs, finance, accounting or corporate business, and the supply of such</p>	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>professionals in the country is not in any shortage, so the Company may plan to source the independent director successors from the industry.</p> <p>(X) Critical management succession planning Employees above the level of Vice President of the Company are important management levels. There is currently 1 employee, each of whom has completed the department's function description and job description, and appointed a work deputy to train and develop them. In addition, according to the development strategy, various investment plans and employee retirement situation, the Company shall carry out rotation of key talents among departments, in a hope to cultivate multi-faceted talents to benefit the succession of talents.</p> <p>(XI) Social Responsibility In the spirit of taking from the community and using it for the community, the Company irregularly holds various public welfare activities to fulfill its responsibility as a member of the community.</p>	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
<p>IX. Please explain the improvements which have been made in accordance with the results of the Corporate Governance Evaluation System released by the Corporate Governance Center, Taiwan Stock Exchange, and provide priority enhancement measures.</p> <p>In FY2026, we will evaluate the continuous improvement of the projects based on the indicators, implement CSR and enhance information transparency.</p>				

Note 1: CPAs Independence and Competency Assessment Standards

I. Independence Assessment:

No.	Evaluation Item	Comply or not
1	CPAs has no direct or indirect significant financial interests with the consolidated company.	Yes
2	No inappropriate business relationships were found between the CPAs and the Consolidated Company, the directors, supervisors, or managers of our company.	Yes
3	In the most recent shareholder roster available, no holdings of shares in the Consolidated Company were found.	Yes
4	No instances of monetary borrowing or lending between the CPAs and the Consolidated Company.	Yes
5	There is no joint investment or benefit sharing between the CPAs and the Consolidated Company.	Yes
6	The CPA does not hold any position or receive any remuneration from the Consolidated Company.	Yes
7	The Chairman, President, and managers responsible for finance or accounting affairs of our company have not held any positions at the accounting firm or its affiliated enterprises in the past year.	Yes

8	Whether the CPAs confirmed that their affiliated public accounting firm has complied with independence regulations.	Yes
9	The non-audit services provided to the Consolidated Company do not directly affect the audit engagement.	Yes
10	The Consolidated Company has not coerced members of the audit service team to accept improper choices in accounting policies or inappropriate disclosures in financial statements.	Yes

II. Competency assessment:

No.	Evaluation Item	Comply or not
1	The same CPAs has not served as the Company's CPAs for seven consecutive years.	Yes
2	No instances were found where the accountant has been subject to disciplinary actions by	Yes
3	No instances were found where the accountant's independence was compromised.	Yes
4	The CPAs are approved and recognized by the Securities and Futures Bureau.	Yes

(IV) Composition, Responsibilities, and Operation of the Remuneration Committee:

1. The information on the members of the Remuneration Committee

February 28, 2026

Qualifications		Professional Qualification and Work Experience	Independence.	Number of Other Public Companies where the Individual Concurrently Serves as a Remuneration Committee Member
Title	Name			
Independent director And Convenor	Hou, Rong-Hsien	Professional qualifications in law, finance and business CPA at Hou Jung-Hsien Accounting Firm Refer to relevant information on "Director and Supervisor Information I"	Please refer to the disclosure of information on the professional qualifications of directors and supervisors and the independence of independent directors in this annual report.	2
Independent director	Chen Fang-Ling	Professional qualification in business Refer to relevant information on "Director and Supervisor Information I"		0
Independent director	Huang, Jui-Mu	Professional qualifications in law, finance and business Refer to relevant information on "Director and Supervisor Information I"		2

2. Operational status of the Remuneration Committee information

- (1) There are a total of 3 members on the Remuneration Committee.
- (2) Term of office of the current session of members: June 19, 2023 to June 18, 2026

The Remuneration Committee met 3(A) times in the most recent year (2025), and the qualifications and attendance of the members are as follows:

Position	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Note
Convener	Hou, Rong-Hsien	3	3	100	
Committee Member	Huang, Jui-Mu	3	3	100	
Committee Member	Chen Fang-Ling	2	1	90	

2025 Resolution:

Date/Session	Meeting Type	Resolution
March 10, 2025 The 8th Meeting of the 7th Session	Remuneration Committee	1. Proposal for remuneration of Assistant Vice Presidents (Above) of The Company itself.
May 28, 2025 The 9th Meeting of the 7th Session	Temporary Remuneration Committee	1. Proposal for Compensation of New Appointed Operating President, Administration President, and Senior Executives of the Subsidiary.
November 10, 2025 The 10th Meeting of the 7th Session	Remuneration Committee	1. Proposal for the remuneration of the subsidiary's Chairman, Administration President, Operating President, and senior executives.

Other matters to be recorded:

- I. If the Board does not adopt or amend the recommendations of the Remuneration Committee, it shall state the date of the Board, the period, the contents of the proposal, the results of the Board's resolutions and the Company's treatment of the Remuneration Committee's opinions (if the recommendations adopted by the Board of Directors are superior to the Remuneration Committee's recommendations, it shall state the circumstances and reasons for the differences): No such situation.
- II. Resolutions of the Remuneration Committee, if members have objections or reservations and there is a record or written statement, shall state the date, date, date, content of the proposal, the opinions of all members and the treatment of the opinions of the members: no such situation.

III. Information on the scope, methods, and evaluation content of the Remuneration Committee's performance assessment:

Frequency	Once a year
Period	January 1, 2025 to December 31, 2025
Scope	Performance of the Remuneration Committee
Method	Self-assessment of the Remuneration Committee
Content	1. Involvement Level in Company Operations. 2. Perception of Functional Committee responsibilities. 3. Improve the decision-making quality of Functional Committees. 4. Composition and Member Selection of Functional Committees 5. Internal control

The performance evaluation score of the Remuneration Committee in 2025 Year was 4.99 points. (total score is 5 points)

Self-evaluation result: excellent

(V) Composition, Responsibilities, and Implementation Status of the Sustainable Development Committee:

1. The information on the members of the Sustainable Development Committee

February 28, 2026

Title	Name	Educational Background	Experience	Description
Convener (Chairperson)	Lin, Yu-Chang	Graduated from Faculty of Law, National Taipei University	Chairman of Advanced Communication Technology & Solutions Corporation Independent Director of Taiwan Styrene Monomer Corporation Independent Director of Kaimei Electronic Corp.	Chairman of the Company
Independent director	Hou, Rong-Hsien	Graduate School of Accounting, National Cheng Kung University	Director of Ernst & Young Associates Kaohsiung Branch Independent Director of Mospec Semiconductor Corp. Independent Director of T.Y.C. Brother Industrial Co., Ltd. Corporate Director Representative of E&R Engineering Corporation Corporate Director Representative of Jia Wei Lifestyle, Inc.	Independent Director of the Company itself

Independent director	Huang, Jui-Mu	Department of mechanical engineering, Min Chi University of Technology	Director of Chang Hwa Commercial Bank, Ltd. President of Chang Hwa Commercial Bank, Ltd. Vice President of Bank of Taiwan Independent Director of Taiwan Styrene Monomer Corporation	Independent Director of the Company itself
Independent director	Chen Fang-Ling	Department of Business Administration, Tamkang University	Manager of Union Optical & Instruments Ltd. Assistant Vice Presidents of Chuan Tung Shareholder Service Co., Ltd. President of Hongtong Co., Ltd.	Independent Director of the Company itself
Committee Member	Tsai, Chen-Tsai	Department of Accounting, Tunghai University	Director of Advanced Communication Technology & Solutions Corporation Practicing CPA of Deloitte Taiwan	The Company's financial and accounting officers

2. Implementation Status of the Sustainable Development Committee information

- (1) There are a total of 5 members on the Company's Sustainable Development Committee.
- (2) Term of office of the current session of members: December 25, 2024 to June 18, 2026

The Sustainable Development Committee met 2(A) times in the most recent year (2025 Year), and the qualifications and attendance of the members are as follows:

Position	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Note
Convener	Lin, Yu-Chang	2	0	100	
Committee Member	Hou, Rong-Hsien	2	0	100	
Committee Member	Huang, Jui-Mu	2	0	100	
Committee Member	Chen Fang-Ling	2	0	100	
Committee Member	Tsai, Chen-Tsai	2	0	100	

2025 Resolution:

Date/Session	Meeting Type	Resolution
August 4, 2025 The 3rd Meeting of the 1st Session	Sustainable Development Committee	1. The 2024 Sustainability Report of the Company itself.
December 22, 2025 The 4th Meeting of the 1st Session	Sustainable Development Committee	1. Proposal for the Company's annual sustainable development work plan.

Other matters to be recorded:

- I. Information on the scope, methods, and evaluation content of the Sustainable Development Committee's performance assessment:

Frequency	Once a year
Period	January 1, 2025 to December 31, 2025
Scope	Performance of the Sustainable Development Committee
Method	Self-assessment of the Sustainable Development Committee
Content	<ol style="list-style-type: none"> 1. Involvement Level in Company Operations. 2. Perception of Functional Committee responsibilities. 3. Improve the decision-making quality of Functional Committees. 4. Composition and Member Selection of Functional Committees. 5. Internal control.

The performance evaluation score of the Sustainable Development Committee in 2025 Year was 4.99 points. (total score is 5 points)

Self-evaluation result: excellent

(VI) Promotion of implementation of Sustainable Development and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
I. Does the Company have a governance structure to promote sustainable development, and has it set up a dedicated (part-time) unit to promote sustainable development, which is authorized by the board of directors to be handled by senior management, and supervised by the board of directors?	✓		The Company's Board of Directors approved the establishment of a Sustainable Development Committee on December 25, 2023. The Board of Directors authorized the chairman of the committee to handle the matter. Currently, it consists of a director-general, as well as a "corporate governance team", "employee care team", "social care team", "environmental sustainability team", and "Product and Supply Chain team". These five execution teams are responsible for the operation of related matters, promotion and implementation of the resolutions of this committee, and regularly report execution plans and implementation results to the Committee. After the annual execution plan and execution results are reported to the Committee, the Committee will submit it to the Board of Directors; the Company's sustainable development-related information will be disclosed through multiple channels (website, annual report, MOPS, etc.).	No discrepancies.
II. Does the Company conduct risk assessments on environmental, social and corporate governance issues related	✓		The Board of Directors of the Company adopted the Sustainable Development Best-Practice Principles on April 28, 2022, and the Board of Directors approved the establishment of a Sustainable	No discrepancies.

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
to the business operations and formulate relevant risk management policies or strategies based on the materiality principle?			Development Committee on December 25, 2023. In the future, depending on the operating conditions of the Company and in accordance with the principle of materiality, the Company will conduct risk assessments on environmental, social and corporate governance issues related to the Company's operations, and formulate relevant risk management policies or strategies. Please refer to the "Materiality Issues" section in the "Sustainability Report" for detailed information.	
<p>III. Environmental issues</p> <p>(I) Does the Company establish an environmental management system proper to its industry's characteristics?</p>	✓		(I) The Company has formulated an appropriate system in accordance with the characteristics of the industry, and abides by the provisions of various environmental protection laws and regulations. The staff of Work Safety and Factory Affairs are responsible for the work about environmental protection, safety and health, promote and implement environmental safety and health management, in accordance with the environmental protection and labor safety and health laws and regulations, and uphold the spirit of continuous improvement, while implementing measures for prevention of environmental pollution hazards.	No discrepancies.

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
(II) Is the Company committed to improving energy efficiency and using recycled materials with low impact on the environment?	✓		(II) The Company is committed to source improvement and improving the utilization efficiency of various resources to achieve the goal of reducing raw materials and waste in order to reduce the impact on the environment. Promote measures include replacing old air conditioning units with inverter air conditioners, which can save 9,600 kilowatt-hours, fully utilizing energy and optimizing efficiency.	No discrepancies.
(III) Has the Company assessed the potential risks and opportunities of climate change on its current and future operations, and has taken relevant response measures?	✓		(III) The Company is engaged in manufacturing optical fiber and cable. In the production process, the Company improves the process at source in terms of management, operation, and technology, and carries out resource management through sorting and recycling to reduce the amount of waste generated. The factory offices practice saving measures for water and electricity usage, and apply seasonal adjustment of air conditioning temperatures and power load management to reduce operational energy consumption. The Company has always adhered to the concept of both sustainable operation and environmental protection, and has continuously reviewed and improved practices, with a view to improving the efficiency of energy conservation and carbon reduction.	No discrepancies.

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
			Climate change factors have not had a significant impact on the Company's operating activities yet, and the Company has set up the "Labor Safety and Health Committee" and formulated the "Labor Safety and Health Rules". The Company has long adhered to the spirit of continuous improvement of ISO, abided by environmental protection and labor safety and health regulations, formulated regulations on waste control procedures, factory control procedures, emergency response procedures and waste and scraps disposal methods, etc., and promoted waste reduction during production processes, such as waste sorting and recycling management (parts of waste that can be recycled or can not be recycled are cleared and disposed of by qualified environmental protection businesses), and implemented pollution hazard prevention to provide labor safety and health and a comfortable working environment.	
(IV) Has the Company collected statistics on greenhouse gas emissions, water consumption and total waste weight over the past two years, and formulated	✓		1. Greenhouse gas emissions statistics, intensity, coverage, reduction policies, reduction targets, and verification status:	As explained in the left column (4).

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes																		
	Yes	No	Description																			
policies for greenhouse gas reduction, water use reduction or other waste management?			<p style="text-align: right;">Unit: metric tons of CO₂e</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Category I</th> <th>Category II</th> <th>Category III</th> <th>Total emissions</th> <th>Intensity</th> </tr> </thead> <tbody> <tr> <td>113</td> <td>98.0718</td> <td>493.5670</td> <td>2504.8888</td> <td>3096.528</td> <td>1.8254</td> </tr> <tr> <td>114</td> <td>75.7055</td> <td>432.2434</td> <td>1734.9146</td> <td>2242.863</td> <td>0.9827</td> </tr> </tbody> </table> <p>Note: Intensity is the Total emissions of Category I + II greenhouse gases per NT\$ million in revenue. Scope: United Fiber Optic Communication Inc., relevant data is based on the sustainability report. Greenhouse Gas Reduction Management Policy: (1)Reduction targets: (Short-term) A 5% reduction in carbon emissions by 2026 compared to the base year 2024, and a 5% decrease in carbon intensity compared to the base year. (2)Promote measures: Conduct annual greenhouse gas inventories to review electricity consumption and identify opportunities for energy savings in plant equipment or timely introduction of low-carbon energy. (3)Status of achievement: Gradually replace with inverter air conditioners and adopt tiered electricity pricing.</p>	Year	Category I	Category II	Category III	Total emissions	Intensity	113	98.0718	493.5670	2504.8888	3096.528	1.8254	114	75.7055	432.2434	1734.9146	2242.863	0.9827	
Year	Category I	Category II	Category III	Total emissions	Intensity																	
113	98.0718	493.5670	2504.8888	3096.528	1.8254																	
114	75.7055	432.2434	1734.9146	2242.863	0.9827																	

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes												
	Yes	No	Description													
			<p>(4) Assurance situation: In 2025, assurance was conducted by PwC Taiwan, with assurance information based on the sustainability report.</p> <p>2. Water usage data statistics, intensity, coverage, reduction policies, reduction targets, and verification status:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Total Water Consumption (Metric Tons)</th> <th>Intensity</th> </tr> </thead> <tbody> <tr> <td>113</td> <td>6.59</td> <td>0.02034</td> </tr> <tr> <td>114</td> <td>4.997</td> <td>0.00967</td> </tr> <tr> <td>Scope</td> <td colspan="2">Hsinchu Plant (External Warehouse), Offices: Taipei, Shiding, Tainan, Kaohsiung</td> </tr> </tbody> </table> <p>Note: Intensity is the Total consumption per NT\$ million in revenue.</p> <p>A. Reduction targets: Track water usage intensity, showing a decreasing trend.</p> <p>B. Promote measures: Advocate for water conservation in daily life and the secondary recycling of water used in air conditioning.</p> <p>C. Status of achievement.</p> <p>3. Waste management: The Company itself emphasizes the resource</p>	Year	Total Water Consumption (Metric Tons)	Intensity	113	6.59	0.02034	114	4.997	0.00967	Scope	Hsinchu Plant (External Warehouse), Offices: Taipei, Shiding, Tainan, Kaohsiung		
Year	Total Water Consumption (Metric Tons)	Intensity														
113	6.59	0.02034														
114	4.997	0.00967														
Scope	Hsinchu Plant (External Warehouse), Offices: Taipei, Shiding, Tainan, Kaohsiung															

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes															
	Yes	No	Description																
			<p>and harmless treatment of waste, strictly implementing according to legal regulations, and categorizes waste for recycling and processing by licensed legal contractors. Waste output for the past two years:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Hazardous waste</th> <th>Non-hazardous waste</th> <th>Total waste</th> <th>Intensity</th> </tr> </thead> <tbody> <tr> <td>113</td> <td>0.06</td> <td>48.77</td> <td>48.83</td> <td>0.15</td> </tr> <tr> <td>114</td> <td>0.06</td> <td>32.90</td> <td>32.96</td> <td>0.06</td> </tr> </tbody> </table> <p>Data Scope: United Fiber Optic Communication Inc. - Hsinchu Plant</p> <p>Note: Intensity is the Total waste per NT\$ million in revenue.</p> <p>A. Reduction targets: Continuously track the trend of each type of waste each year, and gradually increase the resource recycling and reuse rate.</p> <p>B. Promote measures: Implement resource recycling and waste sorting.</p> <p>C. Status of achievement: Metals (including scrap iron, aluminum, etc.) 6185kg, recycled paper 2075kg.</p>	Year	Hazardous waste	Non-hazardous waste	Total waste	Intensity	113	0.06	48.77	48.83	0.15	114	0.06	32.90	32.96	0.06	
Year	Hazardous waste	Non-hazardous waste	Total waste	Intensity															
113	0.06	48.77	48.83	0.15															
114	0.06	32.90	32.96	0.06															
IV. Social issues																			

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
(I) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		(I) The Company respects human rights and complies with the Responsible Business Alliance (RBA) Code of Conduct, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Universal Declaration of Human Rights, and adheres to the laws and regulations of the country/region where it operates. The Company formulates relevant management policies and procedures according to labor-related regulations and international human rights conventions. In addition to formulating "Work Rules" as required by law and reporting them to the competent authority, the Company also periodically holds educational and training courses related to labor regulations for employees. The Company responds to the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the United Nations Convention on the Rights of the Child (UNCRC) by formulating and implementing management procedures related to labor and human rights to create a diverse, equitable, and inclusive workplace environment to promote sustainable development of the enterprise.	No discrepancies.

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
(II) Does the Company appropriately reflect the business performances or achievements in the employee remuneration policy (including salary, annual leave and other benefits)?	✓		<p>In 2025 Year, the Company itself did not experience any forced labor incidents, received no complaints regarding human rights violations, had no labor disputes, and encountered no events causing significant harm to employees.</p> <p>In the 2025 Year, new employees were provided with social responsibility training, which included topics such as respect for human rights, anti-forced labor, prohibition of discrimination and harassment, prohibition of child labor, overtime management regulations, employee remuneration, the right to freedom of association, and collective bargaining rights.</p> <p>(II) The Company has formulated and implemented reasonable and lawful employee welfare measures in accordance with labor laws and regulations. It adheres to the concept of sharing profits with employees, and appropriately reflects operational performance or outcomes in employee compensation to attract, retain, cultivate and motivate outstanding talents in all aspects.</p>	No discrepancies.
(III) Does the Company provide a healthy and safe work environment and organize health and safety training for its employees on a regular basis?	✓		<p>(III) The Company itself promotes a friendly, healthy, and interactive good equal workplace environment, actively creating a zero-hazard safety employment environment, implementing multi-faceted management to reduce</p>	No discrepancies.

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
			<p>occupational hazards from the source, control risks, through engineering protection, providing personal protective equipment, regular health checks, and inspection and maintenance of mechanical equipment.</p> <p>The Company itself has legally appointed occupational safety and health personnel responsible for environmental safety and health-related matters, promotion and inspection, management of employee health, prevention of occupational diseases, and labor health protection such as health promotion. To effectively implement a sound workplace occupational safety and health program, The Company itself plans and implements work environment monitoring according to the workplace, comprehends the actual conditions of employees' work environments, and evaluates workers' exposure levels, thereby actively safeguarding employees' health and occupational safety and health.</p> <p>The Company itself places great importance on emergency rescue measures for employees in the event of emergencies at work. The office premises are equipped with trained and qualified first-aid personnel according to the number of</p>	

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
(IV) Does the Company establish effective career development and training plans for its employees?	✓		<p>operational staff. Adequate first-aid kits are provided on-site for immediate medical treatment for employees.</p> <p>In 2025, two fire drills were conducted with a total of 21 participants to enhance safety awareness and reduce disaster losses.</p> <p>(IV) To cultivate the talent needed for business development, the Company itself, in addition to having established training management procedures and key points for implementing education and training, reviews business conditions and manpower development needs annually to formulate an annual education and training plan, thereby strengthening the development of management manpower and knowledge capabilities through talent cultivation. The Company itself provides corresponding training based on operational goals, regulations, and professional requirements for each position, including:</p> <ol style="list-style-type: none"> 1. New employee training: Training activities conducted to enable new employees to understand the corporate culture background, historical evolution, relevant work regulations, and the knowledge and skills required for their jobs, so that 	No discrepancies.

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
(V) Does the Company comply with relevant regulations and international standards regarding customer health and safety, right to privacy, marketing and labeling of its products and services and set up relevant consumer protection policies and complaint procedures?	✓		<p>they can quickly integrate into the company.</p> <p>2. In-service employee training: Competency planning based on the requirements of different job categories, including training related to professional skills, management abilities, and specific job certification requirements. The focus of the training is to enhance the depth and breadth of employees' professional knowledge and skills and to accumulate practical skills in the workplace.</p> <p>In the 2025 Year, the Company held various career training sessions totaling 328 hours, with employees receiving an average of 3.8 hours of training.</p> <p>(V) The Company itself adheres to relevant laws and regulations and international standards, including formulating the Fiber Code of Conduct. The products and services provided by the Company are characterized as business-to-business (B2B). Therefore, the Company has established procedures to include RoHS requirements in the product production process to ensure customer health and safety. Additionally, the Company has business service and quality control personnel to assist with customer service and complaints. and the Company's</p>	No discrepancies.

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
(VI) Does the Company formulate and implement supplier management policies that require suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights?	✓		<p>website http://www.ufoc.com.tw/ provides a channel for customers and suppliers to report issues, serving as a means for consumer complaints.</p> <p>(VI) Supplier management policies and related regulations: The Company itself adheres to the green environmental protection philosophy, requiring suppliers to provide materials or services that meet environmental protection and environmental requirements. Suppliers are required to provide hazardous substance test reports to ensure that the products produced do not impact the environment. And require suppliers to comply with all applicable laws and regulations, incorporating social and environmental requirements into business decisions and daily operations from five aspects of labor, health and safety, environmental standards, ethics, and management systems according to the standards of the Responsible Business Alliance (RBA), thereby reducing potential social and environmental risks.</p> <p>Supplier evaluation: Based on the characteristics specific to the fiber and project engineering industries, suppliers are required to be evaluated after each transaction, including compliance with the</p>	No discrepancies.

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
			Unified Fiber Supplier Code of Conduct (ESG). In 2025, a total of 1,057 evaluations were conducted, all of which were rated above grade B, with no major non-compliance items from suppliers.	
V. Does the Company refer to internationally used standards or guidelines for the preparation of reports such as sustainability reports to disclose non-financial information? Are the reports certified or assured by a third-party accreditation body?	✓		Starting from 2024, The Company itself has prepared sustainability reports disclosing non-financial information in accordance with GRI Standards. The report obtained limited assurance conducted by PwC Taiwan.	No discrepancies.
<p>VI. If the Company has established sustainable development best-practice principles based on the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," describe the implementation and any deviations from such principles:</p> <p>The Sustainable Development Best Practice Principle were established by the Company on April 28, 2022, encompassing guidelines for community participation, social contribution, social services, social charity, human rights, health and safety, etc. The Sustainable development Implementation Status can be viewed on the Company's website and can also be found in the Company's Annual report and sustainability report.</p>				
<p>VII. Other important information to help understand the implementation of sustainable development:</p> <p>Over the years, The Company itself has actively engaged in Social Responsibility initiatives, dedicated to caring for the disadvantaged. In addition to continuously focusing on environmental protection, engaging in industry-academia collaboration, and providing necessary materials and equipment, the company is also actively involved in promoting cultural nurturing activities and sports events to promote sustainable development and promote public welfare activities.</p>				

Evaluation Item	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Causes
	Yes	No	Description	
<p>1. Promoting sports development</p> <p>The Taiwan Steel Eagles baseball team was sponsored with an amount of NT\$2 million.</p> <p>2. Community development and care and environmental protection.</p> <p>(1) Caring for and actively supporting local small farmers through action, purchasing fruit gift boxes or fragrant rice from them during the holidays to express gratitude for employees' hard work and give back to society with heartfelt care.</p> <p>(2) Actively participated in cleaning the campus of Nan'an Junior High School in Yilan, which was affected by the typhoon. Through teamwork, the environment was organized, and a large amount of garbage was removed, ensuring a clean learning environment for teachers and students.</p> <p>(3) Protect the ocean and marine resources by conducting a beach cleanup at Shalun Beach, removing a large amount of garbage, doing our part for the planet, and working together to protect the marine environment.</p> <p>(4) Spearheaded by numerous internal medicine companies, employees actively roll up their sleeves to donate blood, passing on hope and saving lives, encouraging participation in annual blood donation drives as a collective effort.</p> <p>(5) Participated in jointly supporting The Salvation Army 1919 Food Bank in donating food to help economically disadvantaged and emergency relief families.</p> <p>(6) Donate to Guangfu Township in Hualien affected by Typhoon Gasa to help disaster victims restore their daily lives as soon as possible.</p> <p>3. Supporting cultural activities</p> <p>The Company itself actively participates in cultural and creative investments, hoping to drive the overall development of the cultural and creative industry, thereby fulfilling its corporate social responsibility. In 2025, the Company itself invested a total of NT\$3 million to sponsor Kuei-Tian International Entertainment Co., Ltd. in training dance troupes with a local Taiwanese style that specialize in street dance or modern dance, in order to develop a Taiwan-themed performance code, promote sports event culture, and stimulate the atmosphere of performance events.</p>				

Implementation of Climate-Related Information

1. Implementation status of climate-related information

<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>Management guidelines:</p> <ul style="list-style-type: none"> The Sustainable Development Committee (holding meetings at least semi-annually) is regarded as the core unit to promote sustainable development, and it regularly reports to the Board of Directors on sustainability issues, operations, and the assessment and management of climate change risks. The Board of Directors regularly (quarterly) receives reports from the Sustainable Development Committee on the progress of greenhouse gas inventory and verification execution. Implementation status of sustainability material issues, TCFD information, and greenhouse gas inventory pathway. <p>Implementation Status:</p> <ul style="list-style-type: none"> Following the TCFD framework, disclose climate-related financial information. On December 25, 2023, the Sustainable Development Committee was established, and reported the greenhouse gas inventory plan to the Board of Directors. In 2025, reports on the progress of greenhouse gas inventory and verification execution were made to the Board of Directors on March 10, May 5, August 4, and November 10. 														
<p>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the Company (short-term, medium-term, long-term).</p>	<p>The impact of executing climate-related risk and opportunity identification and assessment according to the TCFD framework on the Company's operations:</p> <table border="1" data-bbox="788 1002 2168 1388"> <thead> <tr> <th data-bbox="788 1002 965 1066">Aspect</th> <th data-bbox="965 1002 1120 1066">Issues</th> <th data-bbox="1120 1002 1279 1066">Impact timeline</th> <th data-bbox="1279 1002 1675 1066">Current Status of Climate Risks and Opportunities</th> <th data-bbox="1675 1002 2168 1066">Response strategies and management measures</th> </tr> </thead> <tbody> <tr> <td data-bbox="788 1066 965 1388">Transition risks</td> <td data-bbox="965 1066 1120 1388">Changes in client behavior</td> <td data-bbox="1120 1066 1279 1388">Short term (within 3 years)</td> <td data-bbox="1279 1066 1675 1388">As the impact of climate change becomes increasingly significant, customers' awareness of low-carbon environmental protection is also intensifying. Therefore, the market will transition to low carbon, coupled with the rapid development of the industry. In this situation, if</td> <td data-bbox="1675 1066 2168 1388">In line with customer requirements and market orientation, the Company is actively implementing ISO 14064 greenhouse gas inventories to seek directions for carbon reduction from quantified data, such as high electricity (or water) consumption and improvements to outdated equipment.</td> </tr> </tbody> </table>					Aspect	Issues	Impact timeline	Current Status of Climate Risks and Opportunities	Response strategies and management measures	Transition risks	Changes in client behavior	Short term (within 3 years)	As the impact of climate change becomes increasingly significant, customers' awareness of low-carbon environmental protection is also intensifying. Therefore, the market will transition to low carbon, coupled with the rapid development of the industry. In this situation, if	In line with customer requirements and market orientation, the Company is actively implementing ISO 14064 greenhouse gas inventories to seek directions for carbon reduction from quantified data, such as high electricity (or water) consumption and improvements to outdated equipment.
Aspect	Issues	Impact timeline	Current Status of Climate Risks and Opportunities	Response strategies and management measures											
Transition risks	Changes in client behavior	Short term (within 3 years)	As the impact of climate change becomes increasingly significant, customers' awareness of low-carbon environmental protection is also intensifying. Therefore, the market will transition to low carbon, coupled with the rapid development of the industry. In this situation, if	In line with customer requirements and market orientation, the Company is actively implementing ISO 14064 greenhouse gas inventories to seek directions for carbon reduction from quantified data, such as high electricity (or water) consumption and improvements to outdated equipment.											

			Lian Guang Tong cannot grasp the current market and trends, it may affect its revenue.	
Transition risks	Replace existing products and services with low-carbon products.	Mid-term (3-5 years)	Customers are gradually demanding carbon-reducing or low-carbon products. The company is actively developing carbon-reducing or low-carbon products, which not only meet customer demands but also align with sustainable environmental protection. However, the development of carbon-reducing or low-carbon products will increase R&D costs.	In line with customer requirements and market orientation, the Company is actively implementing ISO 14067 Product Carbon Footprint to conduct product carbon assessments, seeking directions for carbon reduction from quantified data, such as raw materials processing procedures, or transportation distances.
Physical risks	The severity of extreme weather events such as typhoons and floods increases.	Mid-term (3-5 years)	The intensification of extreme weather poses different climate risks to each location. The equipment was damaged due to flooding caused by the typhoon. Such climate disasters have increased the risk of business interruption and have had a substantial financial impact on the Company.	For management, administrative operations or emergency contact with customers/suppliers (including issues such as affected delivery times) can be conducted through remote connection. In response to damages caused by different climate risks, the Company itself has established a disaster team which follows the emergency management procedures to conduct disaster recovery, thereby reducing the substantial financial impact on the Company.
Opportunity	Use low-carbon energy	Short term (within 3 years)	Using low-carbon energy not only responds to government-promoted policies but also is an important strategy for corporate energy transformation. By planning ahead and adopting low-carbon energy, enterprises can	In addition to implementing daily electricity conservation and reviewing the rationality of electricity usage, identify periods of high electricity consumption and implement time-of-use power management to reduce operating costs and decrease carbon

			effectively reduce future operating costs and decrease the compliance burden and environmental risks associated with carbon emissions.	emissions. In the future, timely assess the use of low-carbon energy.
Opportunity	Participate in renewable energy items and adopt energy-saving measures.	Short term (within 3 years)	Actively participate in renewable energy items and adopt energy-saving measures to effectively enhance the adaptability of enterprises in response to climate change, manage climate change-related risks, and seize opportunities.	Actively participate in government renewable energy items and measures, seek effective internal energy-saving measures such as energy storage or using green electricity, and utilize energy storage methods to provide enterprises with the adaptability to respond to climate change, seize opportunities, and enhance operational revenue.
Implementation Status of Transition Risks / Climate Opportunities:				
Implementation Status of Transition Risks / Climate Opportunities:		Impact on finances -/+		Response strategies and management measures
Risk - Changes in client behavior		—Insufficient climate action impacts supplier evaluations.		Understand ESG trends and comply with government regulatory requirements, gradually meeting customer demands.
Risk - Replace existing products and services with low-carbon products.		—Purchasing green electricity decreases greenhouse gas emissions and increases operational costs.		Reduce process waste, replace outdated equipment, and promote energy and water conservation to decrease greenhouse gas emissions.
Risk - The severity of extreme weather events such as typhoons and floods increases.		—In the medium to long term, to comply with net-zero policies, operating costs may increase. —Unable to work normally impacts revenue.		Implementing strategies such as tiered electricity pricing, offsite backup, and remote working can reduce the risk of operational disruptions, ensure timely delivery and project progress, and mitigate the impact of extreme weather.

	Opportunity - Use low-carbon energy	+ Increase diverse channels for renewable energy to improve flexibility in cost allocation.	Assess the necessity of purchasing carbon credits in accordance with regulatory requirements to reduce the impact of carbon credit prices on costs.
	Opportunity - Participate in renewable energy items and adopt energy-saving measures.	+ Utilize energy storage methods to provide enterprises with the adaptability to respond to climate change, seize opportunities, and enhance operational revenue.	Form a Strategic Alliance with suppliers to jointly develop energy storage and other renewable energy sources, and provide customers with actual energy-saving results to create a win-win situation.
3. Describe the financial impact of extreme weather events and transformative actions.	<p>Under transition risks, the transition to a low-carbon economy may face policy regulations, technological, and market changes. In the short-term analysis period, customer demands for product carbon footprint may impact product pricing and affect revenue. The climate-related information registration system is also becoming stricter. Although United Fiber is not a major carbon emitter, considering the net-zero policy by 2050, it will inevitably need to purchase green electricity or establish renewable energy generation equipment to comply with regulatory requirements. All of these variables need to be continuously tracked and evaluated for the financial impact of transition actions.</p> <p>Union Fiber is at potential risk in terms of production and project progress during extreme weather events, including flooding, drought, high temperatures, and typhoons: while flooding caused by heavy rainfall will not affect factory equipment, reduced water supply during droughts has very minimal impact on the current production line water usage (recycling and reuse); high temperatures also do not affect factory equipment. However, the aforementioned extreme weather events can lead to employees being unable to attend work normally or work stoppages at construction sites, thereby affecting delivery times and causing financial impact.</p>		

<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>The Company, through the Executive Committee members of the Sustainable Development Committee, assesses the impacts and frequency of climate risks and opportunities based on TCFD guidelines and climate-related disclosures. In accordance with the materiality principle, the Company conducts risk assessments on environmental, social, and corporate governance issues related to its operations and formulates relevant risk management policies or strategies, which include climate risks. Please refer to the "Materiality Issues" section in the "Sustainability Report" for detailed information.</p>														
<p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</p>	<p>Scenario analysis has not been used yet.</p>														
<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>To reduce environmental impact, continuously seek methods to lower energy resource consumption by targeting reductions in direct emissions from operational activities and indirect emissions from energy use. This includes promoting electricity and water conservation, replacing outdated equipment, and encouraging the use of public transportation or electric vehicles for official business to ensure that greenhouse gas emissions meet expectations.</p> <table border="1" data-bbox="788 986 2157 1276"> <thead> <tr> <th data-bbox="788 986 981 1082">Item</th> <th data-bbox="981 986 1263 1082">Greenhouse Gas Management Goals</th> <th data-bbox="1263 986 1621 1082">Water resource goals</th> <th data-bbox="1621 986 1886 1082">Circular economy (products)</th> <th data-bbox="1886 986 2157 1082">Biodiversity goals</th> </tr> </thead> <tbody> <tr> <td data-bbox="788 1082 981 1276">2026 target</td> <td data-bbox="981 1082 1263 1276">A 10% reduction in carbon emissions compared to the base year.</td> <td data-bbox="1263 1082 1621 1276">The water intake intensity compared to the base year has decreased.</td> <td data-bbox="1621 1082 1886 1276">Recycling of iron shafts $\geq 80\%$</td> <td data-bbox="1886 1082 2157 1276">A 1% reduction in paper usage.</td> </tr> </tbody> </table>					Item	Greenhouse Gas Management Goals	Water resource goals	Circular economy (products)	Biodiversity goals	2026 target	A 10% reduction in carbon emissions compared to the base year.	The water intake intensity compared to the base year has decreased.	Recycling of iron shafts $\geq 80\%$	A 1% reduction in paper usage.
Item	Greenhouse Gas Management Goals	Water resource goals	Circular economy (products)	Biodiversity goals											
2026 target	A 10% reduction in carbon emissions compared to the base year.	The water intake intensity compared to the base year has decreased.	Recycling of iron shafts $\geq 80\%$	A 1% reduction in paper usage.											

<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>The Company itself is currently not subject to carbon tax or mandatory carbon trading regulations and has not yet used internal carbon pricing as a planning tool.</p>														
<p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p>	<p>To fulfill corporate social responsibility, we will continue to implement carbon reduction measures during this period, understand international trends and government policies, and adopt a rolling revision and improvement of the carbon reduction pathway, with the long-term goal of achieving carbon neutrality by 2050.</p> <table border="1" data-bbox="786 534 2157 1351"> <thead> <tr> <th data-bbox="786 534 1016 584">Type of goals</th> <th data-bbox="1016 534 1565 584">Goal description</th> <th data-bbox="1565 534 2157 584">Status of achievement.</th> </tr> </thead> <tbody> <tr> <td data-bbox="786 584 1016 1023" rowspan="3">Carbon reduction goals</td> <td data-bbox="1016 584 1565 730">Short-term (2026) a 10% reduction in carbon emissions compared to the base year (2024).</td> <td data-bbox="1565 584 2157 1023" rowspan="3">Since statistics were gathered up to 2023, by 2025 there will be approximately a 10% reduction in carbon emissions compared to 2024 (Category I, Category II).</td> </tr> <tr> <td data-bbox="1016 730 1565 877">Mid-term (2030) a 24% reduction in carbon emissions compared to the base year (2024).</td> </tr> <tr> <td data-bbox="1016 877 1565 1023">Long-term (2050) a 50% reduction in carbon emissions compared to the base year (2024).</td> </tr> <tr> <td data-bbox="786 1023 1016 1351" rowspan="2">Renewable energy goals</td> <td data-bbox="1016 1023 1565 1121">In the Year 2035, the use of renewable energy will reach 51%.</td> <td data-bbox="1565 1023 2157 1351" rowspan="2">Calculate greenhouse gas inventories annually and conduct rolling reviews of electricity consumption and plant equipment to identify energy-saving opportunities or timely assess the introduction of low-carbon energy to achieve carbon reduction goals.</td> </tr> <tr> <td data-bbox="1016 1121 1565 1351">In the Year 2050, the use of renewable energy will reach 100%.</td> </tr> </tbody> </table>			Type of goals	Goal description	Status of achievement.	Carbon reduction goals	Short-term (2026) a 10% reduction in carbon emissions compared to the base year (2024).	Since statistics were gathered up to 2023, by 2025 there will be approximately a 10% reduction in carbon emissions compared to 2024 (Category I, Category II).	Mid-term (2030) a 24% reduction in carbon emissions compared to the base year (2024).	Long-term (2050) a 50% reduction in carbon emissions compared to the base year (2024).	Renewable energy goals	In the Year 2035, the use of renewable energy will reach 51%.	Calculate greenhouse gas inventories annually and conduct rolling reviews of electricity consumption and plant equipment to identify energy-saving opportunities or timely assess the introduction of low-carbon energy to achieve carbon reduction goals.	In the Year 2050, the use of renewable energy will reach 100%.
Type of goals	Goal description	Status of achievement.													
Carbon reduction goals	Short-term (2026) a 10% reduction in carbon emissions compared to the base year (2024).	Since statistics were gathered up to 2023, by 2025 there will be approximately a 10% reduction in carbon emissions compared to 2024 (Category I, Category II).													
	Mid-term (2030) a 24% reduction in carbon emissions compared to the base year (2024).														
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Renewable energy goals	In the Year 2035, the use of renewable energy will reach 51%.	Calculate greenhouse gas inventories annually and conduct rolling reviews of electricity consumption and plant equipment to identify energy-saving opportunities or timely assess the introduction of low-carbon energy to achieve carbon reduction goals.													
	In the Year 2050, the use of renewable energy will reach 100%.														

<p>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).</p>	<p>The Company itself has completed the 2025 greenhouse gas inventory and third-party assurance. (separately fill out in points 1-1 and 1-2 below)</p>
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1-1 Greenhouse Gas Inventory and Assurance Status for the Past 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

Year	Category I	Category II	Category III	Total emissions	Intensity
113	98.0718	493.5670	2504.8888	3096.528	1.8254
114	75.7055	432.2434	1734.9146	2242.863	0.9827

Note: Intensity is the Total emissions of Category I + II greenhouse gases per NT\$ million in revenue.

According to jin guan zheng fa zi No. 11203852314 of the Financial Supervisory Commission on November 3, 2023, the Company is an TPEX-listed Company with a paid-in capital of less than NT\$5 billion. It will disclose the individual audit information for the 2025 Year in the annual report of 2026 as required by the competent authority.

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.

Assurance Year: 2025

Assurance Scope: Category I, II

Assurance Institution: PwC Taiwan

Assurance Standard: TWSA 3410

Assurance Opinion:



資誠

有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述 貴公司西元 2025 年 1 月 1 日至 12 月 31 日溫室氣體聲明在所有重大方面有未依照溫室氣體盤查議定書 GHG protocol 及「公開發行公司年報應行記載事項準則」之上市上櫃公司氣候相關資訊編製之情事。

其他事項

貴公司網站之維護係 貴公司管理階層之責任，對於確信報告於 貴公司網站公告後任何溫室氣體聲明之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

會計師 張瑞婷



西元 2026 年 03 月 03 日

According to jin guan zheng fa zi No. 11203852314 of the Financial Supervisory Commission on November 3, 2023, the Company is currently an TPEX-listed Company with a paid-in capital of less than NT\$5 billion. It will complete the assurance by 2028 as per the schedule specified by the competent authority and has already completed the individual inventory assurance for the 2025 Year in advance.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.

Greenhouse gas reduction base year and reduction targets

To plan greenhouse gas reduction strategies, the inventory was completed in 2023 with United Fiber Optic as the reporting boundary for The Company itself, using 2024 as the base year, with its emissions:

Year	Category I	Category II	Total
112	102.3990	472.2715	574.671
113	98.0718	493.5670	591.639
114	75.7055	432.2434	507.949

Greenhouse Gas Reduction Strategy and Concrete Action Plan

1. Gradually replace old equipment (Fiber production line equipment, inverter air conditioners, etc.)
2. Tiered electricity pricing
3. Implement waste sorting and increase recycling and utilization rates (including scrap iron and iron shaft recycling, etc.)
4. Promote water and electricity conservation (turn off lights at all times and control the usage time of electrical equipment)

(VII) Implementation Status of Ethical Corporate Management and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
<p>I. Establishment of ethical corporate management policies and programs</p> <p>(I) Does the Company establish the ethical corporate management policies approved by the Board of Directors and declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its Board to implement the policies?</p>	✓		<p>(I) The Company's Board of Directors has adopted the "Ethical Corporate Management Best Practice Principles" and established the "Procedures and Behavioral Guidelines for Ethical Corporate Management", which clearly stipulate that the Company engages in business activities based on the principles of fairness, honesty, trustworthiness and transparency, and in order to implement the Ethical Corporate Management Policy and actively prevent dishonesty, the following principles have been specified for compliance by all employees of the Company (including subsidiaries) in execution of their work duties: including performing duties with honesty, rigor and</p>	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>professionalism; performing duties faithfully and not engaging in any illegal or improper activities; avoiding any possible conflict between personal interests and the Company's interests; refraining from any conduct that would dishonor the Company; not just being deterred by laws and regulations, but exercising self-discipline and self-judgment without violating common sense. Therefore, the Company's senior management operates under the principle of honesty and integrity and aims to create maximum benefits for shareholders and employees. In terms of compliance with laws and regulations, the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the Political Donations Act, the Anti-Corruption Act, the Government Procurement Act, the Act on Recusal of Public Servants Due to Conflicts of Interest, the</p>	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>relevant regulations on TWSE/TPEX Listed Companies or other relevant laws and regulations on business conduct shall be complied with in order to implement ethical management. With respect to the commitment of the Board of Directors and the management to active implementations, the directors of the Company uphold a high degree of self-discipline and only present their opinions and answer questions on the motions listed by the Board of Directors that are of interest to himself/herself or the legal entity he/she represents, which may be detrimental to the interests of the Company, and are not allowed to participate in discussions or vote, and should recuse themselves from discussions and votes or exercise their voting rights on behalf of other directors. Directors are also quite self-</p>	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(II) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activity within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include those specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	✓		disciplined and do not unduly support each other. (II) The Company formulates various internal management systems (such as work rules, HR rules, internal control systems, accounting systems, management methods and ISO systems) and complies with the provisions of laws and regulations. The Company's auditing unit will regularly or irregularly check their implementations.	No discrepancies.
(III) Does the Company specify in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implement them and review the prevention programs on a regular basis?	✓		(III) The Company has established the "Work Rules", "Ethical Corporate Management Best Practice Principles", "Procedures and Behavioral Guidelines for Ethical Corporate Management", "Corporate Governance Best-Practice Principles", "Code of Ethical Conduct", "Management of Prevention of Insider Trading", and "Procedures for Handling Material Inside Information", and other	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			operating procedures to regulate the code of conduct, and the disciplinary and complaint systems for non-compliance. And it has developed relevant education and training management procedures in accordance with ISO guidelines, and they are combined with employee performance review and HR policies to prevent dishonest behavior, in order to achieve the goal of sustainable development.	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
<p>II. Fulfillment of ethical corporate management</p> <p>(I) Does the Company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties?</p>	✓		<p>(I) The Company has established various management systems such as "Corporate Governance Best-Practice Principles", "Code of Ethical Conduct", "Ethical Corporate Management Best Practice Principles", "Procedures and Behavioral Guidelines for Ethical Corporate Management", "Procedures for Contract Review Management" and "Procedures for Supplier Evaluation Management", and has acquired certification for "ISO9001 International Standards for Quality Management". It has also set up a "Legal Office" to review the terms and conditions of its business contracts. In addition, the Company has also specified the relevant terms of ethical behavior in some contracts since 2015, including provisions on integrity, environmental safety and health,</p>	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(II) Does the Company establish an exclusively dedicated unit supervised by the Board of Directors to be in charge of ethical corporate management and report to the Board of Directors the implementation of ethical corporate management policies and prevention programs on a regular basis (at least once a year)?	✓		<p>traffic maintenance plans for projects, site environmental management, site safety management, and confidentiality obligations, etc., to avoid dealing with parties with dishonest records.</p> <p>(II) The Company is responsible for the management of sound and honest management, and the following matters shall be handled by various units within the Company:</p> <p>1. President:</p> <p>(1) to assist in integrating integrity and ethical values into the Company's business strategies.</p> <p>(2) (2) to plan for internal organization, preparation and management, and put in place a mutual supervision and counterbalancing mechanism for business activities with higher risk of</p>	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(III) Does the Company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?	✓		<p>dishonest behavior within the business scope.</p> <p>2. Administration Department: Cooperate with the legal system to formulate prevention plans to ensure integrity management, and formulate standard operating procedures and behavioral guidelines related to work and business in the plan.</p> <p>3. Corporate Governance Officer, Human Resources: Promotion and coordination of integrity policy publicity and training.</p> <p>(III) The Company has established internal management systems such as the "Work Rules", "Management of Prevention of Insider Trading", and "Procedures for Handling Material Inside Information", and has established the "Procedures for Internal Communication Controls" and "Complaint System", and the Company's website</p>	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(IV) Does the Company establish effective accounting systems and internal control systems to implement ethical corporate management, with the internal audit unit being responsible for devising relevant audit plans based on the results of assessment of any unethical conduct risk, examining accordingly the compliance with the prevention programs, or engaging a certified public accountant to carry out the audit?	✓		<p>http://www.ufoc.com.tw has a "Stakeholders Zone" which is subdivided into the categories of "customers, suppliers, investors, employees" for the purpose of reporting channels.</p> <p>(IV)</p> <ol style="list-style-type: none"> 1. The Company shall comply with the provisions of laws and regulations to establish an effective accounting system and internal control system and review them from time to time to ensure that the design and implementation of the systems continue to be effective. 2. shall regularly or irregularly audit the compliance with the systems listed in the preceding paragraph and make an audit report to the Board of Directors. 3. The Company also engaged KPMG CPAs to perform audits of the Company's financial statements. 	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(V) Does the Company regularly hold internal and external training on ethical corporate management?	✓		(V) The Company has made the "Ethical Corporate Management Best Practice Principles" available to employees via internal announcements, the Company's website and MOPS, and regularly conducts educational promotion. It has also promoted the necessity and importance of integrity in the education of new personnel.	No discrepancies.
III. Operation of the whistle-blowing system (I) Does the Company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party?	✓		(I) The Company has established the "Ethical Corporate Management Best Practice Principles", "Procedures and Behavioral Guidelines for Ethical Corporate Management", "Work Rules", "Procedures for Internal Communication Controls", "Complaint System" and other relevant regulations, the contents of which include the reporting, reward, punishment and complaint systems, and provide the following legitimate reporting channels, and the identity of the whistleblower	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(II) Does the Company establish the standard operating procedures for investigating reported misconduct, follow-up measures to be taken after the investigation, and related confidentiality mechanisms?	✓		<p>and content of the report are strictly confidential.</p> <ol style="list-style-type: none"> "Internal Communication Control Procedures" and "Complaint System" have been established, such as an internal website with a staff communication discussion site, an employee contact form and a complaint form. The Company's website http://www.ufoc.com.tw has a "Stakeholders Zone" which is subdivided into the categories of "customers, suppliers, investors, employees" for the purpose of reporting channels. <p>(II) All reports received by the Company and subsequent investigations are treated in a confidential and discreet manner and are clearly defined in the internal regulations. In addition, the relevant documents and materials</p>	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(III) Does the Company provide protection for whistle-blowers against receiving improper treatment?	✓		thereof shall be regarded as confidential documents, and all personnel involved in the processing of such documents shall be responsible for the complete confidentiality of the process they participate in. (III) The Company is under an obligation of confidentiality to the Whistleblower and shall not be engaged in any misconduct towards him/her.	No discrepancies.
IV. Enhanced disclosure of ethical corporate management information Does the Company disclose the ethical corporate management policies and the results of its implementation on the Company website and MOPS?	✓		1. The Company has disclosed "Ethical Corporate Management Best Practice Principles" on its website http://www.ufoc.com.tw and the MOPS. 2. The Company has disclosed its good faith business execution in its annual report. 3. For investors' reference, the Company's website discloses financial, stock affairs, annual reports, corporate governance	No discrepancies.

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>(important matters resolved by the Board of Directors, organization and operation of the Remuneration Committee, organization and operation of internal audits, important internal rules and regulations of the Company) and contact information for investors.</p> <p>4. The Company has set up a bilingual website in Chinese/English [URL http://www.ufoc.com.tw], and the Company's information is collected and disclosed by dedicated personnel, and information is regularly and irregularly announced and published on the Market Observation Post System (MOPS) for investors' reference in compliance with laws and regulations.</p>	
<p>V. If the Company has established the ethical corporate management best-practice principles based on the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," please describe the implementation and any deviations from the Principles:</p>				

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
<p>The Company has formulated the "Ethical Corporate Management Best Practice Principles" and "Procedures and Behavioral Guidelines for Ethical Corporate Management" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" as the Company's guidelines for promoting ethical business, and has promoted them in a step-by-step manner. At present, there are no major discrepancies between the current operations and the established principles.</p>				
<p>VI. Other important information for understanding the Company's ethical management: (e.g., the Company's reviews and amendments to its Ethical Corporate Management Best Practice Principles) Please refer to the MOPS or the Company's corporate website for relevant information.</p>				

(VIII) Other Important Information to Enhance Understanding of Corporate Governance:

1. The directors, supervisors and managers of the Company regularly participate in training courses related to corporate governance.

(1) Directors' continuing education in the most recent year (2025)

Position	Name	Date	Training Institution	Course Name	Training Hours	Total hours of continuing education for the current year	Is the Continuing Education Compliant
Chairperson	Lin, Yu-Chang	July 9, 2025	Taipei Exchange	2025 Cathay sustainable finance and climate change summit	6	6	Comply
Director	Li Yun-Chin	March 26, 2025	Accounting Research and Development Foundation of the R.O.C.	How to apply "Robotic Process Automation" (RPA) to enhance the effectiveness of internal controls	6	6	Comply
Director	Su, Yu-Jou	July 9, 2025	Taipei Exchange	2025 Cathay sustainable finance and climate change summit	6	6	Comply
Independent director	Chen Fang-Ling	July 9, 2025	Taipei Exchange	2025 Cathay sustainable finance and climate change summit	6	6	Comply

Independent director	Huang, Jui-Mu	August 13, 2025	Association of Sustainable Development of R.O.C.	Green and Transition Finance: Policies, Practices, and Future of Green Securities	2	17	Comply
		July 25, 2025	the Securities & Futures Institute (SFI)	The 2025 Year Briefing on Legal Compliance for Insider Equity Trading	3		
		July 9, 2025	Taipei Exchange	2025 Cathay sustainable finance and climate change summit	6		
		June 30, 2025	Taipei Exchange	Investor Relations Management Sharing Session	3		
		April 10, 2025	Taiwan Corporate Governance Association	Corporate Governance under ESG	3		
Independent director	Hou, Rong-Hsien	November 6, 2025	Taiwan Corporate Governance Association	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	12	Comply
		August 7, 2025	Taiwan Corporate Governance Association	Corporate governance and securities regulations	3		
		July 9, 2025	Taipei Exchange	2025 Cathay sustainable finance and climate change summit	6		

(2) Continuing Education for the Company's principal accounting officer, audit officer, and corporate governance director

A. Continuing Education for the Company's principal accounting officer in the most recent year (2025)

Position	Name	Date		Training Institution	Course Name	Training Hours
		From	To			
Accounting officer	Tsai, Chen-Tsai	July 24, 2025	July 25, 2025	Accounting Research and Development Foundation of the R.O.C.	Issuer Securities Firm Stock Exchange Accounting Officer Continuing Education Program	12

B. Continuing Education for the Company's principal audit officer in the most recent year (2025)

Position	Name	Date		Training Institution	Course Name	Training Hours
		From	To			
Auditing Executive	Huang, Chia-Chen	March 14, 2025	March 14, 2025	Internal Audit Committee	The Practical Evolution of Materiality Criteria for Misstatement in Financial Reports and the Determination of Responsibilities of Directors and Supervisors, and the Legal Responsibilities and Investigation and Trial Procedures for Corporate Fraud	6

		May 21, 2025	May 21, 2025	Internal Audit Committee	Practical Audit for Subsidiaries	6
		July 27, 2025	July 27, 2025	Internal Audit Committee	Self-Assessment Practices Section	6

C. The title of the Company's Corporate Governance Officer in the most recent year (2025).

Position	Name	Date		Training Institution	Course Name	Training Hours
		From	To			
Corporate Governance Officer	Chen, Lii-Huan	April 18, 2025	April 18, 2025	the Securities & Futures Institute (SFI)	Duties and Responsibilities of the Corporate Governance Officer	3
		June 10, 2025	June 10, 2025	Taiwan Corporate Governance Association	Practical Operations of the Sustainable Development Committee (Chief Sustainability Officer, Working Group)	3
		July 9, 2025	July 9, 2025	Taipei Exchange	2025 Cathay sustainable finance and climate change summit	6

(IX) The section on the state of implementation of the Company's internal control system shall furnish the following:

1. Internal control system statement:

Please refer to the MOPS. Website: <https://mops.twse.com.tw/mops/#/web/t06sg20>

2. If a CPA has been hired to carry out a special audit of the internal control system, the CPA audit report shall be disclosed:

None.

(I) Major Resolutions of Shareholders' Meeting and Board Meetings during the Past Fiscal Year and during the Current Fiscal Year Up to the Date of Publication of the Annual Report:

1. Material resolutions of the shareholders meetings and their implementation

Meeting Date	Material Resolutions	Outcomes of Resolutions	Implementation Status:
May 5, 2025	<ol style="list-style-type: none"> Adoption of the 2025 Year Business Report and Financial Statements. Adoption of the Proposal for 2025 Year Deficit Compensation. Amendment to the Company's Articles of Association. 	<p>1 to 3 cases All the shareholders present voted on a case-by-case basis without objection.</p>	<ol style="list-style-type: none"> Completed in accordance with the resolutions of the shareholders' meeting Completed in accordance with the resolutions of the shareholders' meeting After approval by the shareholders' meeting, the registration was approved by Hsinchu Science Park Bureau on May 19, 2025.

2. Material Resolutions of the Board of Directors

Meeting Session / Date	Agenda Items	Matters under Article 14-3 of the Securities and Exchange Act	Opinions of Independent Directors (Dissenting or Qualified Opinions)
The 18th Meeting of the 16th Session 2025/01/08	1. Proposal for the Company's 2025 Year budget	V	None.
	2. Proposal for the Company's annual sustainable development work plan for 2025.	V	None.

The 19th Meeting of the 16th Session 2025/02/10	1. Definition and scope of The Company itself's grassroots employees proposal	V	None.
	2. Proposal for Amendment to the Company's Articles of Association	V	None.
	3. Matters relating to the convening of the Shareholders' Meeting of the Company in 2025	V	None.
The 20th Meeting of the 16th Session March 10, 2025	1. The 2024 Business Report and Financial Statements	V	None.
	2. Proposal for 2024 Deficit Compensation	V	None.
	3. Assessment of the independence and suitability of the CPAs		None.
	4. Discussion on the appointment and remuneration of the CPAs for 2025 Year		None.
	5. Proposal for Amendment to the Company's Articles of Association	V	None.
	6. Proposal for Amendment to the Company's "Remuneration Committee Organizational Rules"	V	None.
	7. 1. Proposal for remuneration of Assistant Vice Presidents (Above) of The Company itself.		None.
	8. The 2024 Annual Statement of Internal Control System	V	None.
The 21st Meeting of the 16th Session March 19, 2025	1. Proposal for funds loaning for the Subsidiary TSG MECHATRONIC CORP. and TSG ENGINEERING CORP.	V	None.
The 22nd Meeting of the 16th Session May 5, 2025	1. Consolidated financial statements for the first quarter of 2025	V	None.
	2. Proposed amendment to certain provisions of the Company's "Operational Procedures for Managing the Preparation of Financial Statements."	V	None.
	3. Implementation of subsidiary internal control case		None.
The 23rd Meeting of the 16th Session	1. Proposal for adjustment to the organizational structure of the subsidiary TSG MECHATRONIC CORP. and TSG ENGINEERING CORP.	V	None.

May 28, 2025	2. Proposal to dismiss Mr. Chen Xiang-Lin from the position of President of TSG MECHATRONIC CORP. and TSG ENGINEERING CORP.	V	None.
	3. Proposal to appoint Mr. Chen Xiang-Lin as Operating President of TSG MECHATRONIC CORP. and TSG ENGINEERING CORP.	V	None.
	4. Proposal to appoint Ms. Huang Yu-Chia as Administration President of TSG MECHATRONIC CORP. and TSG ENGINEERING CORP.	V	None.
	5. Proposal of Release the Prohibition on Managerial Officers from Participation in Competitive Business	V	None.
	6. Proposal of Release the Prohibition on Newly Appointed Managers of Subsidiary from Participation in Competitive Business	V	None.
	7. Proposal for Compensation of New Appointed Operating President, Administration President, and Senior Executives of the Subsidiary.	V	None.
The 24th Meeting of the 16th Session July 21, 2025	1. Proposal for Amendments to the Company's "Approval Authority Table"	V	None.
	2. The Company itself intends to invest an additional amount not exceeding NT\$50 million in the ordinary shares of KGI Financial Holdings Co., Ltd.	V	None.
	3. Proposal for adjustment to the organizational structure of the subsidiary TSG MECHATRONIC CORP. and TSG ENGINEERING CORP.	V	None.
	4. Proposal for Amendments to the "Approval Authority Table" for the subsidiary TSG MECHATRONIC CORP. and TSG ENGINEERING CORP.		None.
The 25th Meeting of the 16th Session August 4, 2025	1. Consolidated financial statements for the second quarter of 2025	V	None.
	2. Proposed Amendment of the Company's "Salary Cycle"	V	None.

	3. Approval of the 2024 Sustainability Report of the Company itself.		None.
	4. The Company itself intends to apply for a credit case with financial securities institutions due to business development needs.		None.
	5. Proposed amendment to certain provisions of the Company's Articles of Association.	V	None.
The 26th Meeting of the 16th Session September 17, 2025	1. Proposal on issuance of new shares through capitalization of earnings for the Subsidiary TSG MECHATRONIC CORP.	V	None.
	2. Proposal on issuance of new shares through capitalization of earnings for the Subsidiary TSG ENGINEERING CORP.	V	None.
	3. The straightforward Merger proposal of the Subsidiary TSG ENGINEERING CORP. and TSG MECHATRONIC CORP.	V	None.
	4. Proposal for the Company's Chief Internal Auditor Appointment	V	None.
The 27th Meeting of the 16th Session of the Board of Directors November 10, 2025	1. Consolidated financial statements for the third quarter of 2025	V	None.
	2. Proposal for adjustment to the organizational structure of the Company	V	None.
	3. The Company itself participated in the subscription of TSG Development Co., Ltd. (formerly Hung Yi International) for the second private placement of ordinary shares in 2024.	V	None.
	4. Proposed amendment to certain provisions of the Company's "Internal Control System" and "Implementation Rules for Internal Auditing."	V	None.
	5. Amendment to the Company's "Employee Business Travel and Public Business Management Regulations"	V	None.

	6. Proposal for amendments to the "Sustainable Development Best Practice Principles"	V	None.
	7. Proposal for adjustment to the organizational structure of the subsidiary TSG ENGINEERING CORP.		None.
	8. Dismissal and Appointment of Operating President of TSG ENGINEERING CORP. Subsidiary		None.
	9. Proposal for the remuneration of Chairperson and senior managers of TSG ENGINEERING CORP. Subsidiary		None.
	10. Donation proposal from the Subsidiary TSG ENGINEERING CORP. to TSG Sports Marketing Co., Ltd.		None.
	11. Credit case of Yang Shin Bank Taipei Branch	V	None.
The 28th Meeting of the 16th Session December 22, 2025	1. Proposal for the Company's 2026 Year budget	V	None.
	2. Proposal for the Company's Audit plan for 2026		None.
	3. Proposed Amendment of the Company's "Corporate Governance Practice Guideline"	V	None.
	4. Establishment of the Company's "Regulations for Financial and Business Operations Among Related Parties"	V	None.
	5. Amendment of the Company's "Salary Cycle"	V	None.
	6. Approval of the Proposal for the Company's annual sustainable development work plan.	V	None.
	7. Credit case of First Bank Su'ao Branch		None.

	8. The Company itself participated in the subscription of TSG Development Co., Ltd. (formerly Hung Yi International) for the second private placement of ordinary shares in 2024.	V	None.
The 29th Meeting of the 16th Session January 28, 2026	1. Proposal for the Distribution of Employee Bonuses and Director Remuneration	V	None.
	2. The 2025 Business Report and Financial Statements	V	None.
	3. Proposal for the Company's 2025 Year earnings distribution	V	None.
	4. The proposal for the distribution of the Company's 2025 Earnings in cash.	V	None.
	5. 2025 budget execution discussion	V	None.
	6. Assessment of the independence and suitability of the CPAs	V	None.
	7. KPMG will replace the Accountant auditing and certifying the Company's financial statements.		None.
	8. Discussion on the appointment and remuneration of the CPAs for 2026 Year for The Company itself and its subsidiaries.		None.
	9. Proposal for non-assurance service expected to be provided by KPMG CPAs		None.
	10. Credit case of Yang Shin Bank Taipei Branch		None.
	11. Proposal for adjustment to the organizational structure of the Company and its subsidiary	V	None.

	12. Application for public offering and OTC trading of the first tranche of private placement ordinary shares for 2022.	V	None.
	13. Proposal for Election of the 17th Board of Directors		None.
	14. Proposal of Release the Prohibition on the Company's Newliy Appointed Directors from Participation in Competitive Business		None.
	15. Matters relating to the convening of the Shareholders' Meeting of the Company in 2026		None.
	16. Proposal for Amendment to Certain Provisions of the Company's "Remuneration Paid to Directors Procedures"	V	None.
	17. Establishment of the Company's "Methods for the Distribution of Various Gifts and Bonuses and Remuneration"	V	None.
	18. The proposal for distribution of year-end performance bonuses for employees and managerial officers of the Company for 2025.	V	None.
	19. Proposal for the remuneration for the managerial personnel of the Company itself and its subsidiaries.	V	None.
	20. Proposal to appoint Mr. Lin, Yu-Chang as Chairman of the TSG ENGINEERING CORP. subsidiary.	V	None.
	21. Donation proposal from the Subsidiary TSG ENGINEERING CORP. to TSG Hawks Baseball Co., Ltd. - TSG Hawks Baseball Team	V	None.
The 30th Meeting of the 16th Session March 9, 2026	1. The 2025 Year Internal Control System Statement	V	None.
	2. Amendment to the Company's Articles of Association	V	None.
	3. Retirement of the Manager of the Company's Optical Fiber Division		None.
	4. Proposal for the Company's Chief Internal Auditor Appointment	V	None.

	5. Proposal for Position Adjustment of the Company's Accounting Officer and Financial Officer	V	None.
	6. Proposal for the remuneration for newly appointed principal accounting and finance officers.	V	None.
	7. Update the agenda for the 2026 Annual Shareholders' Meeting.		None.
	8. Proposal for Nomination and Review of the 17th Board of Directors and Independent Directors		None.
	9. Proposal for adjustment to the organizational structure of the subsidiary	V	None.
	10. Cash capital reduction proposal for the Subsidiary TSG ENGINEERING CORP.	V	None.

(XII) Any Dissenting Opinions Expressed by Directors or Supervisors with Respect to Major Resolutions Passed by the Board of Directors during the Past Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report, where Said Dissenting Opinions Have Been Recorded or Prepared as a Written Declaration and its main content: None.

IV. Information on CPA Professional Fees

Unit of amount: NTD in thousands

Name of CPA Firm	Name of CPA	Audit Period	Audit Fees	Non-audit Fees	Total
KPMG	Hsieh, Chiu-Hua	January 1, 2025 ~ December 31, 2025	2,755	505	3,260
	Chou, Pao-Lian	January 1, 2025 ~ December 31, 2025			

Note: Non-audit fees: income tax audit certification for profit-making business and undistributed earnings audit certification.

- (I) If the accounting firm is changed and the audit fees paid in the year of change are reduced compared with the year before, the amount of audit fees before and after the change and the reason shall be disclosed: there is no such situation.
- (II) If the audit fees are reduced by more than 10% compared with the previous year, the amount, proportion and reason of the reduction in audit fees shall be disclosed: None.

V. Information on Replacement of CPAs:

(I) Regarding the original CPA

Date of change	January 28, 2026		
Reasons and Description	Internal organizational adjustment of the CPA firm.		
Specify whether the appointer or the accountant terminated or did not accept the appointment.	Party	CPA	Appointer
	Situation		
	Decided to terminate the appointment.		
	No longer accept (continue) the appointment.	v	
Opinions and reasons for audit reports issued in the last two years other than an unmodified opinion.	None.		
Are there any differing opinions with the	Yes.		Accounting principles or practices
			Disclosure of Financial Reporting

Issuer?			Scope or procedures of the audit
			Others
	No.	v	
	Description		
Other disclosure items (as required by Article 10, Paragraph 6, Subparagraph 1, Items 4 to 7 of these Guidelines)	None.		

(II) Regarding the successor accountant

Name of CPA Firm	KPMG
Name of CPA	Shu-Ying Chang, Yu-Lun Kao
Date of appointment	Board of Directors on January 28, 2026
The accounting of specific transactions prior to the appointment. Handling methods or accounting	None.

principles and their Possible opinions issued on the financial report Consultation Matters and Results	
Regarding the successor accountant to the original CPA Written opinions on matters with differing opinions.	None.

(III) The original accountant's reply regarding the matters under Article 10, Subparagraph 6, Items 1 and 2-3 of this standard.

According to KPMG 2016.1.8 Anjian (2016) Audit (111A) No. 0012L, it includes the following:

1. Based on our interactions with the company's management, we have not found any negative impact of the management's character on the financial statements.
2. There are no significant disagreements between the firm and the company's management regarding accounting principles, audit procedures, and other important matters.
3. The reason for the company's change of accountant is due to the internal organizational adjustment of the CPA firm.
4. During the audit process, we did not find any instances of the company not complying with the laws and regulations.

VI. The Chairman, President, managers in charge of finance or accounting of the Company, who has worked for the firm to which the CPAs belongs or its affiliated enterprises in the most recent year, shall disclose his/her name, title and the

period during which s/he worked for the firm to which the CPAs belongs or its affiliated enterprises: no such circumstances.

- VII. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests (during the Past Fiscal Year and during the Current Fiscal Year Up to the Date of Publication of the Annual Report) by a Director, Managerial Officer, or Shareholder with a Stake of More than 10%: Please refer to the MOPS.

Website: Equity transfer: https://mops.twse.com.tw/mops/#/web/query6_1

Changes of Equity Pledge: https://mopsov.twse.com.tw/mops/web/STAMAK03_1

- VIII. Relationship information, if among the Company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another:

March 2, 2026; Unit: Shares (%)

Name	Current Shareholding		Spouse & Minor Shareholding		Total Shareholding by Nominees		If among the Company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another, their titles or names and relationships		Note
	Number of Shares	Percentage (%)	Number of Shares	Percentage (%)	Number of Shares	Percentage (%)	Name (or Name)	Relationship	
E-SHENG STEEL CO., LTD.	39,131,600	37.15%	0	0	0	0	None.	None	None
Representative: Yen Ching-Li	0	0	0	0	0	0	None.	None	None
TSG Tech Holdings Co., Ltd.	2,754,319	2.61%	0	0	0	0	None.	None	None

Representative: Wang Chiung-Fen	0	0	0	0	0	0	0	None.	None	None
Qiu, Yi-Zhi	1,043,000	0.99%	0	0	0	0	0	None.	None	None
Cheng Li-Lan	773,000	0.73%	0	0	0	0	0	None.	None	None
Citibank Custody Berkeley Capital SBL/PB Investment Account	744,000	0.70%	0	0	0	0	0	None.	None	None
Yang, Zhi-Hong	597,016	0.56%	0	0	0	0	0	None.	None	None
Yu Fengjiao	528,844	0.50%	0	0	0	0	0	None.	None	None
Guan Zhong Investment Co., Ltd.	477,152	0.45%	0	0	0	0	0	None.	None	None
Representative: Liao Sheng-Kuo	0	0	0	0	0	0	0	None.	None	None
Lin, Jin-Chih	360,000	0.34%	0	0	0	0	0	None.	None	None
Wu Xian-Wen	344,300	0.32%	0	0	0	0	0	None.	None	None

Note: The above table is the disclosure of information available to the Company.

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

Total Ownership of Shares in Investee Enterprises

December 31, 2025

Investments accounted for using the equity method	Ownership by the Company		Investment by Directors/Managerial Officers and Companies Directly or Indirectly Controlled by the Company		Total Ownership	
	Number of Shares	Shareholding Ratio (%)	Number of Shares	Shareholding Ratio (%)	Number of Shares	Shareholding Ratio (%)
TSG ENGINEERING CORP.	11,625,000	100.00	0	0	11,62500,000	100.00
United Fiber Optic Communication Investment Shareholding Co., Ltd.	200,000	100.00	0	0	200,000	100.00

Chapter 3. Capital Overview

I. Capital and Shares

(I) Source of Capital

1. Capital formation

February 28, 2026

Year / month	Issue price	Authorized Capital		Paid-in Capital		Note			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital		Capital Increase by Assets Other than Cash	Others
1984/04	@10	20,000,000	200,000,000	10,000,000	100,000,000	100,000,000	Cash setup	None.	1984/06/15 No. 21871
1986/08	@10	20,000,000	200,000,000	20,000,000	200,000,000	100,000,000	Cash capital increase	None.	1987/03/04 (76) Tai Cai Zheng (I) No. 10354
1989/09	@10	31,300,000	313,000,000	31,300,000	313,000,000	113,000,000	Capitalization of retained earnings	None.	1989/08/28 (78) Tai Cai Zheng (I) No. 01765
1991/04	@10	65,000,000	650,000,000	65,000,000	650,000,000	150,000,000 187,000,000	Cash capital increase Capitalization of retained earnings	None.	1990/10/20 (79) Tai Cai Zheng (I) No. 02795
1991/08	@10	79,100,000	791,000,000	79,100,000	791,000,000	141,000,000	Capitalization of retained earnings	None.	1991/07/20 (80) Tai Cai Zheng (I) No. 01628
1993/02	@10	92,200,000	922,000,000	92,200,000	922,000,000	131,000,000	Capitalization of retained earnings	None.	1992/12/08 (81) Tai Cai Zheng (I) No. 03161
1994/08	@10	99,576,000	995,760,000	99,576,000	995,760,000	36,880,000 36,880,000	Capitalization of retained earnings Capitalization of capital reserves	None.	1994/07/21 (83) Tai Cai Zheng (I) No. 32671
1998/08	@10	140,000,000	1,400,000,000	110,000,000	1,100,000,000	54,452,000 49,788,000	Capitalization of retained earnings Capitalization of capital reserves	None.	1998/07/13 (87) Tai Cai Zheng (I) No. 59588
2000/07	@10	140,000,000	1,400,000,000	119,800,000	1,198,000,000	98,000,000	Capitalization of retained earnings	None.	2000/06/16 (89) Tai Cai Zheng (I) No. 51709

Year / month	Issue price	Authorized Capital		Paid-in Capital		Note			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital		Capital Increase by Assets Other than Cash	Others
2001/07	@10	140,000,000	1,400,000,000	129,585,000	1,295,850,000	97,850,000	Capitalization of retained earnings	None.	2001/06/18 (90) Tai Cai Zheng (I) No. 138750
2002/07	@10	140,000,000	1,400,000,000	135,000,000	1,350,000,000	54,150,000	Capitalization of retained earnings	None.	2002/07/01 Tai Cai Zheng (I) No. 0910135750
2003/01	@10	140,000,000	1,400,000,000	132,017,000	1,320,170,000	29,830,000	Treasury shares capital reduction	None.	2003/01/02 Tai Cai Zheng (III) No. 09100168409
2003/03	@10	140,000,000	1,400,000,000	131,607,000	1,316,070,000	4,100,000	Treasury shares capital reduction	None.	2003/03/03 Tai Cai Zheng (III) No. 0920107069
2003/07	@10	140,000,000	1,400,000,000	130,923,000	1,309,230,000	6,840,000	Treasury shares capital reduction	None.	2003/07/28 Tai Cai Zheng (III) No. 0920003067
2005/07	@10	140,000,000	1,400,000,000	72,996,950	729,969,500	579,260,500	Capital reduction	None.	2003/07/06 Jin Guan Zheng Yi Zi No. 0940123144
2010/04	@10.1	140,000,000	1,400,000,000	75,572,950	755,729,500	25,760,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 1)
2010/07	@10.1	140,000,000	1,400,000,000	75,752,450	757,524,500	1,795,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 2)
2010/12	@10.1	140,000,000	1,400,000,000	75,885,450	758,854,500	1,330,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 3)
2011/07	@10.1	140,000,000	1,400,000,000	76,168,950	761,689,500	2,835,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 4)
2012/07	@10.1	140,000,000	1,400,000,000	76,185,950	761,859,500	170,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 5)
2012/12	@10.1	140,000,000	1,400,000,000	76,228,950	762,289,500	430,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 6)
2013/04	@10.1 @10.5	140,000,000	1,400,000,000	76,366,139	763,661,390	610,000 761,890	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 7) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 7)

Year / month	Issue price	Authorized Capital		Paid-in Capital		Note			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others	
2013/05	@10.1 @10.5	140,000,000	1,400,000,000	76,553,984	765,539,840	149,750 38,095	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 8) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 8)
2013/08	@10.1 @10.5	140,000,000	1,400,000,000	82,219,451	822,194,510	65,500 5,599,967	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 9) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 9)
2013/09	@10	140,000,000	1,400,000,000	85,274,096	852,740,960	3,054,645	Capitalization of retained earnings	None.	2013/07/05 Jin Guan Zheng Fa Zi No. 1020026256 (Note 10)
2013/10/10	@10	140,000,000	1,400,000,000	85,974,096	859,740,960	700,000	Restricted stock awards	None.	2013/07/05 Jin Guan Zheng Fa Zi No. 1020026254 (Note 11)
2013/11	@10.1 @9.7 @9.7	140,000,000	1,400,000,000	86,358,496	863,584,960	71,000 200,000 113,400	Employees stock option capital increase Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 12) 2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 12) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 12)
2014/01	@9.7 @9.7	140,000,000	1,400,000,000	86,761,588	867,615,880	300,000 103,092	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 13) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 13)
2014/04	@9.7 @9.7	140,000,000	1,400,000,000	87,538,672	875,386,720	457,500 319,584	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 14) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 14)

Year / month	Issue price	Authorized Capital		Paid-in Capital		Note			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others	
2014/05	@9.7 @9.7	140,000,000	1,400,000,000	87,688,764	876,887,640	470,000 1,030,920	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 15) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 15)
2014/08	@9.7 @9.7	140,000,000	1,400,000,000	88,084,587	880,845,870	350,000 3,608,230	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 16) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 16)
2014/11	@9.7 @9.7	140,000,000	1,400,000,000	88,342,316	883,423,160	0 2,577,290	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 17) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 17)
2014/12	@9.7 @9.7	140,000,000	1,400,000,000	88,240,316	882,403,160	1,020,000	Capital reduction to cancel new restricted employee shares	None.	2013/07/05 Jin Guan Zheng Fa Zi No. 1020026254 (Note 18)
2015/04	@9.7 @9.7	140,000,000	1,400,000,000	88,830,462	888,304,620	850,000 5,051,460	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 19) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 19)
2015/05	@9.7 @9.7	140,000,000	1,400,000,000	89,279,309	892,793,090	1,705,000 2,783,470	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 20) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 20)
2015/08	@9.7 @9.7	140,000,000	1,400,000,000	89,682,058	896,820,580	110,000 3,917,490	Employees stock option capital increase Conversion of corporate bonds into shares	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 21) 2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 21)

Year / month	Issue price	Authorized Capital		Paid-in Capital		Note			
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others	
2015/11	@9.7	140,000,000	1,400,000,000	89,816,077	898,160,770	1,340,190	Conversion of corporate bonds into shares	None.	2010/07/14 Jin Guan Zheng Fa Zi No. 0990034928 (Note 22)
2015/12	@9.7	140,000,000	1,400,000,000	89,724,077	897,240,770	920,000	Capital reduction to cancel new restricted employee shares	None.	2013/07/05 Jin Guan Zheng Fa Zi No. 1020026254 (Note 23)
2016/03	@9.7	140,000,000	1,400,000,000	89,778,077	897,780,770	540,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 24)
2016/05	@9.7	140,000,000	1,400,000,000	89,951,077	899,510,770	1,730,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 25)
2016/08	@9.7	140,000,000	1,400,000,000	89,987,077	899,870,770	360,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 26)
2016/11	@9.7	140,000,000	1,400,000,000	90,226,327	902,263,270	2,392,500	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 27)
2016/12	@9.7	140,000,000	1,400,000,000	90,148,327	901,483,270	780,000	Capital reduction to cancel new restricted employee shares	None.	2013/07/05 Jin Guan Zheng Fa Zi No. 1020026254 (Note 28)
2017/03	@9.7	140,000,000	1,400,000,000	90,239,327	902,393,270	910,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 29)
2017/05	@9.7	140,000,000	1,400,000,000	90,279,327	902,793,270	400,000	Employees stock option capital increase	None.	2007/07/06 Jin Guan Zheng Yi Zi No. 0960033558 (Note 30)
2022/07	@8.97	200,000,000	2,000,000,000	100,279,327	1,002,793,270	100,000,000	Private placement cash capital increase	None.	2022/07/29 Zhu Shang Zi No. 1110023729 (Note 31)
2022/11	@10	200,000,000	2,000,000,000	69,051,536	690,515,360	312,277,910	Capital reduction	None.	2022/11/14 Zheng Gui Jian Zi No. 1110011528 (Note 32)
2023/03	@10.71	200,000,000	2,000,000,000	104,051,536	1,040,515,360	350,000,000	Private placement cash capital increase	None.	2023/03/20 Zhu Shang Zi No. 1120008100 (Note 33)
2024/12	@10	200,000,000	2,000,000,000	105,343,714	1,053,437,140	12,921,780	Merger capital increase	None.	2024/11/20 Zheng Gui Jian Zi No. 1130009928 (Note 34)

- Note 1: This is the approval date and document number for the approval of the issuance of employee stock option certificates by the Financial Supervisory Commission. The shares issued upon capital increase from conversion of employee stock options were approved by Yuan Shang Zi No. 0990008566 on 2010/04/02 for change of registration.
- Note 2: This is the approval date and document number for the approval of the issuance of employee stock option certificates by the Financial Supervisory Commission. The shares issued upon capital increase from conversion of employee stock options were approved by Yuan Shang Zi No. 0990019610 on 2010/07/06 for change of registration.
- Note 3: This is the approval date and document number for the approval of the issuance of employee stock option certificates by the Financial Supervisory Commission. The shares issued upon capital increase from conversion of employee stock options were approved by Yuan Shang Zi No. 0990038279 on 2010/12/21 for change of registration.

- Note 29: This is the approval date and document number for the approval of the issuance of employee stock option certificates by the Financial Supervisory Commission. The capital increase from conversion of employee stock options was approved by Zhu Shang Zi No. 1060008444 on 2017/03/31 for change of registration.
- Note 30: This is the approval date and document number for the approval of the issuance of employee stock option certificates by the Financial Supervisory Commission. The capital increase from conversion of employee stock options was approved by Zhu Shang Zi No. 1060013465 on 2017/05/22 for change of registration.
- Note 31: It is the approval date and document number for the approval of completion of the registration of the private placement cash increase by the Hsinchu Science Park Authority.
- Note 32: This is the approval date and document number of the capital reduction approved by Taipei Exchange. The capital reduction was approved and registered by No. 1110037335 of Zhu Shang Zi on 2022/11/22.
- Note 33: It is the approval date and document number for the approval of completion of the registration of the private placement cash increase by the Hsinchu Science Park Authority.
- Note 34: This is the approval date and document number of the merger capital increase approved by Taipei Exchange. The capital increase was approved and registered by No. 1130040327 of Zhu Shang Zi on December 23, 2024.

2. Share Type

March 2, 2026; Unit: Shares

Share Type	Authorized Capital				Note
	Issued Shares		Unissued Shares	Total	
	Listed	Private placement ordinary shares			
Common stock	63,457,795	41,885,919	94,656,286	200,000,000	-

(II) List of Major Shareholders

Shareholding Name of major shareholder	Number of Shares Held	Shareholding Ratio (%)
E-SHENG STEEL CO., LTD.	39,131,600	37.15%
TSG Tech Holdings Co., Ltd.	3,147,590	2.61%
Qiu, Yi-Zhi	1,043,000	0.99%
Cheng Li-Lan	773,000	0.73%
Citibank Custody Berkeley Capital SBL/PB Investment Account	744,000	0.70%
Yang, Zhi-Hong	597,016	0.56%
Yu Fengjiao	528,844	0.50%
Guan Zhong Investment Co., Ltd.	477,152	0.45%
Lin, Jin-Chih	360,000	0.34%
Wu Xian-Wen	344,300	0.32%

(III) Dividend Policy and Its Implementation

1. Dividend Policy

If the Company's annual accounts have net profits after tax for the current period, it shall first cover the accumulated losses, and shall first set aside 10% of said profits as legal reserve according to law; Where such legal reserve amounts to the total paid-in capital, this provision shall not apply. The special reserve may be appropriated or reversed at any time in accordance with the law or the regulations of the competent authority. In case of any surplus, together with the retained net profits earlier at the beginning of the fiscal period, the board of directors shall

prepare a profit distribution proposal and submit it to the shareholders' meeting for resolution on the distribution of dividends to shareholders.

The dividend policy of the Company, in line with the current and future development plans, taking into account the investment environment, capital needs, and domestic and foreign competition conditions, balances shareholders' interests and the long-term financial planning of the Company. Each year, at least 10% of distributable earnings are allocated to shareholder dividends. However, if accumulated distributable earnings are less than 50% of the paid-in capital, no distribution may be made. The cash dividend shall not be less than 10% of the total dividend, and if the cash dividend per share is less than 0. Stock dividends will be distributed instead of the NT\$5.

2. Dividend distributions proposed at the shareholders' meeting of the current year

The Company itself, at the Board of Directors on January 28, 2026, approved the 2025 Year earnings distribution proposal.

(IV) Effect on the Operating Performance and Earnings per Share of Distribution of Stock Dividends Proposed or Adopted in the current year: N/A.

(V) Remuneration for employees, directors and supervisors

1. The percentages that the Company's Articles of Association require/allow it to distribute as compensation of employees, directors and supervisors, and the range of allowable distributions of this nature:

Of the Company's annual net profit before tax before deducting employee remuneration and director and supervisor remuneration for the current period, 1% to 15% shall be allocated for employee remuneration and not more than 3% for director and supervisor remuneration. However, in case of any accumulated losses, certain profits shall first be reserved to cover them. The remuneration of the employees in the preceding paragraph may be in the form of stock or cash, and the objects of payment may include employees of the subordinate companies who meet certain conditions; the remuneration of the directors and supervisors in the preceding paragraph may only be in the form of cash.

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

For the estimation of employee remuneration and directors' and supervisors' remuneration, after the end of the year, If there is a significant change in the amount of payment resolved by the Board of Directors, such change shall adjust

the annual expenses originally provided for. At the date of the resolution of the shareholders' meeting, if there is still a change in the amount, it is treated as a change in accounting estimate and adjusted in the books in the year when the shareholders' meeting resolves. If the shareholders' meeting resolves to issue employee remuneration in shares, the number of shares shall be determined by dividing the amount of the resolved dividend by the fair value of the shares, and the fair value of the shares shall be calculated based on the closing price on the day before the resolution of the shareholders' meeting, taking into account the impact of ex-rights and ex-dividend.

3. Distribution of remuneration approved by the Board of Directors:
 - (1) Employee remuneration and director remuneration distributed in cash or stock. If there is any discrepancy between such value and the estimated figure for the year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed:

The allocated amounts for employee and director remuneration of the Company for the Year 2025 are 3,436 thousand NTD and 3,436 thousand NTD, respectively. These amounts are estimated based on the pre-tax net profit before deducting employee and director remuneration for each period multiplied by the distribution percentage prescribed in the Company's Articles of Association, and reported as Operating Costs or Operating Expenses.
 - (2) The amount of any employee remuneration distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial statements or individual financial statements for the current period and the total employee remuneration: no such circumstance.
4. The actual distribution of compensation of employees, directors and supervisors for the previous fiscal year (including the number, dollar amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized compensation of employees, directors and supervisors, additionally the discrepancy, cause, and how it is treated: None.

(VI) Share Repurchases: None.

II. Corporate Bonds

None.

III. Preferred Shares

None.

IV. Global Depository Receipts Handling Situation

None.

V. Employee Stock Options

- (I) For employee stock warrants issued by the Company but not yet mature, the Company shall disclose its handling of the matter and the impact on shareholders' equity up to the Date of Publication of the Annual Report. For private placement of employee stock options, it should be prominently marked: None.
- (II) Names and subscription status of managerial officers who have obtained employee stock warrants and of employees who rank among the top ten in terms of the number of shares to which they have subscription rights through employee stock warrants acquired, cumulative to the prospectus publication date: None.

VI. New Restricted Employee Shares

None.

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

- (I) If the issuance of new shares related to mergers or acquisitions or to acquisitions of shares of other companies was completed during the most recent year and up to the date of publication of the Annual Report, the following information should be disclosed:

A company whose shares are listed on the stock exchange (hereinafter referred to as a “listed company”), or a company whose shares have been approved for trading on the business premises of securities firms pursuant to Article 3 or Article 3-1 of the “GreTai Securities Market Rules Governing the Review of Securities for Trading on the Business Premises of Securities Firms” (hereinafter referred to as an “OTC-listed company”), shall disclose the evaluation opinion issued by the lead securities underwriter for any merger or acquisition, or for the issuance of new shares for the acquisition of shares of another company, conducted in the most recent quarter:

The evaluation opinion issued by the lead securities underwriter for the issuance of new shares in connection with the acquisition of shares of other companies:

On September 23, 2024, the Company, through a resolution by the Board of Directors, decided to proceed with a simplified merger with its 90.001% directly owned subsidiary, Lianrui Technology Co., Ltd., in accordance with the Business Mergers and Acquisitions Act. This decision aims to expand operational scale,

integrate group resources, and enhance operational performance and competitiveness.

Surviving company: United Fiber Optic Communication Inc. (hereinafter referred to as "the Company itself"), dissolved company: Lianrui Technology Co., Ltd. (hereinafter referred to as "Lianrui"), name of the company after merger: United Fiber Optic Communication Inc.

For minority shareholders holding 9.999% of Lianrui's equity, their equity will be eliminated by means of a merger through the issuance of new ordinary shares, which has no significant impact on the Company's shareholders' equity.

The share exchange ratio for the merger is 3.25 shares of Lianrui's ordinary shares for 1 share of the Company's ordinary shares as consideration. Based on the share exchange ratio, the Company itself plans to increase capital by issuing a total of 1,292,178 new shares to the shareholders of Lianrui, each with a par value of NT\$10, amounting to a total of NT\$12,921,780.

This merger is conducted in accordance with Article 19 of the Business Mergers and Acquisitions Act and has been approved by the Boards of Directors of both parties involved. The merger record date is December 1, 2024. This merger was approved by the Taipei Exchange under Document No. 1130009540 on October 18, 2024, and became effective upon filing under Document No. 1130009928 on November 20, 2024. Furthermore, it was approved and registered for amendment by the Hsinchu Science Park Administration under Document No. 1130040327 on December 23, 2024.

Fourth quarter of 2025 evaluation opinion by the lead underwriter Capital Securities Corp.

(1) Impact on the Company's business after the merger

After the merger of Lian Guang Tong Company and Lian Rui Company, the integration of technical talents has allowed for the rapid alignment of their professional technologies. This enables them to achieve comprehensive technical integration in the information communication industry, from the fiber optic cables needed for basic transmission engineering to engineering construction, the design and planning of the overall transmission architecture, and finally to the introduction of system equipment, operational guidance, and warranty maintenance. Provide customers with more comprehensive services, enhance competitiveness, and have a positive impact on the future business development of Lien Guang Tong Company.

(2) Impact on the Company's financials after the merger

After the merger of Lian Guang Tong Company and Lian Rui Company, in terms of financials, funds will be centralized for the most effective overall

planning, which will increase the flexibility of the company's fund utilization. Make financial scheduling more flexible and enhance the efficiency of fund utilization. It is expected that after the merger, finance costs, personnel costs, and rent-related expenses can be saved annually. In terms of project management, it is expected to save on project management costs and increase profitability. In the optical cable manufacturing business, the promotion and strategic planning of basic engineering projects after integration will enable more effective design of the required product planning, facilitating factory production capacity arrangements and the regulation of main products. Meanwhile, after the Merger, entering related industries such as smart grid energy storage, Lien Guang Tong Company has achieved a better competitive advantage and trust within the industry due to early investments in operations and talent development. It is expected to contribute to the company's revenue and profit growth, having a positive impact on both revenue scale enhancement and profit realization.

(3) Impact on the Company's shareholders' equity after the merger

After the merger of Lien Guang Tong Company and Lian Rui Company, through resource integration to achieve economies of scale, not only can operational costs be saved, but it can also provide customers with more comprehensive services, enhance competitiveness, and positively impact Lien Guang Tong Company's future shareholder equity.

(4) Whether the projected benefits of the merger have materialized

After the merger of Lien Guang Tong and Lianrui Technology, it is expected to contribute to Lien Guang Tong Company's revenue and profit growth, having a positive impact on both revenue scale enhancement and profit realization. The subsequent integration benefits are anticipated to gradually materialize.

- (II) If the issuance of new shares related to mergers or acquisitions or to acquisitions of shares of other companies has been approved by resolution of the Board of Directors during the most recent year and up to the date of publication of the Annual Report, the implementation status and basic information of the acquired or assigned company should be disclosed. Implementation Status and Impact on Shareholders' Equity regarding Ongoing Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.

VIII. Implementation of Capital Allocation Plans

Please refer to the MOPS.

Chapter 4. Operational Highlights

I. Business Activities

(I) Scope of Business

A. The main line(s) of business engaged in by the Company:

CC01060 Wired Communication Mechanical Equipment Manufacturing

CC01070 Wireless Communication Mechanical Equipment Manufacturing

F401010 International trade

E601010 Electric Appliance Construction (for operations outside the Park only)

E601020 Electric Appliance Installation (for operations outside the Park only)

E603090 Illumination Equipments Construction (for operations outside the Park only)

F116010 Wholesale of Photographic Equipment (for operations outside the Park only)

E801010 Building Maintenance and Upholstery (for operations outside the Park only)

E701010 Telecommunications Construction

EZ99990 Other Engineering (for operations outside the Park only)

CD01020 Rail Vehicle and Parts Manufacturing (for operations outside the Park only)

F114080 Wholesale of Tramway Cars and Parts (for operations outside the Park only)

F214080 Retail Sale of Tramway Cars and Parts (for operations outside the Park only)

CC01110 Computer and Peripheral Equipment Manufacturing (for operations outside the Park only)

E603010 Cable Installation Engineering (for operations outside the Park only)

E603050 Cybernation Equipments Construction (for operations outside the Park only)

E603080 Traffic Signs Installation Engineering (for operations outside the Park only)

E605010 Computer Equipment Installation (for operations outside the Park only)

EZ05010 Instrument and Meters Installation Engineering (for operations outside the Park only)

I301010 Information Software Services

D101060 self-usage power generation equipment utilizing renewable energy industry

E701030 Controlled Telecommunications Radio-Frequency Devices Installation Engineering

F111090 Wholesale of Building Materials (for operations outside the Park only)

IG03010 Energy Technical Services

ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval (for operations outside the Park only)

CC01010 Power Generation, Transmission, and Distribution Machinery Manufacturing (for operations outside the Park only)

CC01040 Illumination Equipment Manufacturing (for operations outside the Park only)

CC01080 Electronic Components Manufacturing (for operations outside the Park only)

CC01090 Battery Manufacturing (for operations outside the Park only)
CC01100 Telecommunications Controlled RF Equipment Manufacturing
CC01990 Others Electrical and Electronic Machinery and Equipment Manufacturing (for operations outside the Park only)
CE01010 General Instrument Manufacturing (for operations outside the Park only)
CE01990 Others Optical and Precision Instruments Manufacturing (for operations outside the Park only)
E603020 Elevator Installation Engineering (for operations outside the Park only)
E603040 Fire Safety Equipment Installation Engineering (for operations outside the Park only)
E604010 Machinery Installation (for operations outside the Park only)
E606010 Electrical Equipment Inspection and Maintenance (for operations outside the Park only)
E607010 Solar Thermal Energy Equipment Installation Engineering (for operations outside the Park only)
EZ06010 Traffic Sign Engineering (for operations outside the Park only)
F113010 Machinery Wholesale (for operations outside the Park only)
F113090 Traffic Sign Equipment Wholesale (for operations outside the Park only)
F117010 Fire Safety Equipment Wholesale (for operations outside the Park only)
F211010 Building Materials Retail (for operations outside the Park only)
F217010 Fire Safety Equipment Retail (for operations outside the Park only)
F218010 Information Software Retail (for operations outside the Park only)
I301020 Data Processing Services
IG02010 Research and Development Services
IZ09010 Management System Verification (for operations outside the Park only)
IZ13010 Network Certification Services (for operations outside the Park only)
JE01010 Rental Services (for operations outside the Park only)
G202010 Parking Lot Operations (for operations outside the Park only)
I199990 Others Consultancy Services (for operations outside the Park only)
I301040 Third-Party Payment Services (for operations outside the Park only)
I103060 Management Consultancy (for operations outside the Park only)
CB01010 Machinery and Equipment Manufacturing (for operations outside the Park only)
E599010 Pipeline Engineering (for operations outside the Park only)
E701020 Satellite TV KU Band, C Band Equipment Installation (for operations outside the Park only)
F113020 Wholesale of Electrical Appliances (for operations outside the Park only)
F113030 Wholesale of Precision Instruments (for operations outside the Park only)

F113050 Wholesale of Computers and Office Machinery Equipment (for operations outside the Park only)

F113070 Wholesale of Telecommunication Equipment (for operations outside the Park only)

F119010 Wholesale of Electronic Materials (for operations outside the Park only)

F118010 Information Software Wholesale (for operations outside the Park only)

F213010 Retail of Electrical Appliances (for operations outside the Park only)

F213030 Retail of Computers and Office Machinery Equipment (for operations outside the Park only)

F213040 Retail of Precision Instruments (for operations outside the Park only)

F213060 Retail of Telecommunications Equipment (for operations outside the Park only)

F219010 Retail of Electronic Materials (for operations outside the Park only)

G903010 Telecommunications Business

I301030 Electronic Information Supply Services (for operations outside the Park only)

I401010 General Advertising Services (for operations outside the Park only)

I501010 Product Design Industry

I503010 Landscape and Interior Design (for operations outside the Park only)

IZ99990 Other Commercial Services (for operations outside the Park only)

JZ99050 Brokerage Services (for operations outside the Park only)

JB01010 Meeting and Exhibition Services (for operations outside the Park only)

Engaged in the research, development, manufacturing (including outsourced manufacturing), sales, system planning, and construction of the following products:

- (1) Filled optical cable
- (2) Dry optical cable
- (3) Spider web type optical cable
- (4) Patch cords
- (5) Micro-bundle indoor optical fiber cables
- (6) Transportation engineering system integration
- (7) Smart power storage system integration

B. Weight of lines of business

Unit: In Thousands of New Taiwan Dollars

Main Product Categories	2024		2025	
	Net Operating Revenue	Percentage of revenue (%)	Net Operating Revenue	Percentage of revenue (%)
Optical cable sales	179,909	21.90	109,285	8.09
System Integration	620,592	75.54	1,231,597	91.13
Others	21,015	2.56	10,553	0.78
Total	821,516	100	1,351,435	100

C. The Company's current product (service) projects

- (a) Manufacturing and sales of optical cables.
- (b) Equipment for energy storage systems, and related engineering planning, design, and construction services.
- (c) Mechanical and electrical engineering: system installation and engineering services.
- (d) Transportation engineering system integration: communication and information system integration engineering services.

D. New products (services) planned to be developed

- (a) High-density optical connectors (FAU).
 - (b) Behind-the-meter energy storage local controllers and power management systems.
- Overview of the Industry

(II) Current state of the industry

1. The current state and development of the industry

- (1) The energy storage industry in Taiwan is a "late starter, fast growing" market:

2018–2020: Demonstration phase - small demonstration projects in Longjing, Zhangbin, etc.;

2020–2022: Market launch;

Taipower begins procuring frequency regulation (d-Reg);

Power trading platform goes live (key milestone).

2023–2025: Rapid expansion;

The ancillary services market explodes;

Front-of-the-meter energy storage achieves targets.

After 2025: Diverse applications;

Take-off of behind-the-meter energy storage (factory/AI server room);

The combination of renewable energy and energy storage has become mainstream.

- (2) Market Size and Growth Potential:

Before 2025 (current stage); Taipower ancillary services: about 1000 MW;

Solar and storage integration: 500 MW;

Large electricity users: 1,000 MW;

Total market: about 2,500 MW, has entered the "supply-demand balance + high competition" stage.

Forecast for 2030: Total scale: 6–8 GW / 17–21 GWh;

Production Value: about NTD 200 billion;

The CAGR (compound annual growth rate) is very high (>30%).

- (3) Driving factors: Renewable energy penetration (wind power + solar power);
Power surge for AI/Data Center usage;
Grid stability demand (frequency, spinning reserve);
RE100/ESG pressure;

Conclusion: Energy storage = essential for power systems.

- (4) Major Market Structure:

#1 Front-of-the-meter energy storage (Grid-side): (Paid by Taipower);

Frequency regulation (d-Reg/E-dReg);

Spinning reserve capacity;

Virtual inertia;

1000 MW target (2025).

#2 Power generation-side energy storage (solar storage/wind storage): output smoothing;

Avoid curtailing wind and solar energy;

Enhance electricity sales revenue;

Policy: Solar power + energy storage 0.5 GW target.

#3 Behind-the-meter energy storage: The future's greatest explosive point;

Peak shaving and valley filling;

Contract capacity management;

UPS/AI server room backup;

Charging station.

Government direction: Promoting the incorporation of "technological energy storage" into enterprises;

Essence: Digitalization of power usage + Financialization of energy.

- (5) Business Model (Investment Focus):

#1 Traditional (Front-of-the-meter): Taipower capacity fees + frequency regulation fees, similar to "electric version rental."

#2 Solar energy storage: Increase solar power revenue and avoid negative electricity pricing.

#3 Behind-the-meter (currently the hottest): Saving electricity costs (TOU);

Contract capacity optimization;

ESCO Model (Zero Capital) - "No Payment Required → Share in Electricity Cost Savings."

- (6) Key policies and systems:

#1 Power trading platform (core): enabling energy storage to "have a revenue model," the most crucial aspect of marketization.

#2 Large electricity user clause: Mandatory energy storage requirement.

#3 Renewable energy policy: 20% green electricity by 2025.

#4 Resilient Grid Plan: Energy Storage = Infrastructure.

(7) Technology trends:

EMS / AI

Load forecasting;

Electricity price arbitrage.

(8) Industry Opportunity:

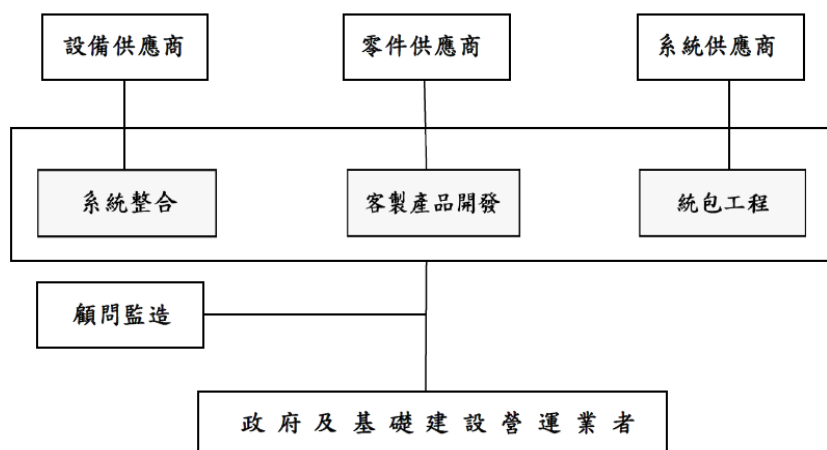
The three most promising opportunities are:

Take-off of behind-the-meter energy storage (factory/AI server room);

Large BESS EPC (20MWh+).

(9) Summary:

- ◆ The energy storage industry in Taiwan, "driven by policy → marketization → is about to enter a corporate boom period."
- ◆ Energy storage system integration engineering: In the energy storage infrastructure market, the Company provides system integration engineering from design to installation and testing, regardless of the public and private sectors, which are of a permanent and large-scale infrastructure, and provides customers with complete and professional services according to different nature and needs.
- ◆ Industry upstream, midstream and downstream linkage

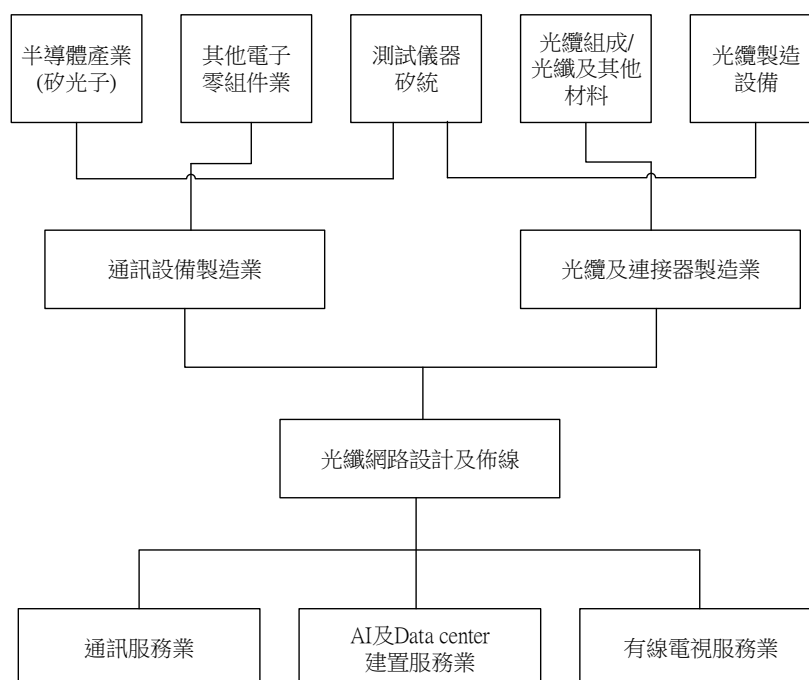


中文	英文
設備供應商	Equipment supplier

零件供應商	Parts supplier
系統供應商	System supplier
系統整合	System Integration
客製產品開發	Custom product development
統包工程	Turnkey project
顧問監造	Consultancy and supervision
政府及基礎建設營運業者	Government and infrastructure operators.

2. Fiber Optic Cable

The Company's optical fiber network system design and engineering wiring and manufacturing and marketing of optical fiber cables is one of the main businesses which belongs to the optical communication industry. The upstream industry of this industry is the semiconductor, optical fiber and other optical cable materials, optical cable manufacturing equipment and other electronic components industry, and the downstream is communication service operators (such as Chunghwa Telecom, fixed network operators), cable TV operators and communication equipment distributors.



中文	英文
半導體產業(矽光子)	Semiconductor Industry (Silicon

	Photonics)
其他電子零組件業	Other Electronic Components Industry
測試儀器系統	Testing Equipment Systems
光纖組成/光纜及其他材料	Optical Fiber Components / Optical Cables and Other Materials
光纜製造設備	Optical Cable Manufacturing Equipment
通訊設備製造業	Telecommunications Equipment Manufacturing Industry
光纜及連接器製造業	Optical Cable and Connector Manufacturing Industry
光纖網路設計及佈線	Fiber Optic Network Design and Cabling
通訊服務業	Telecommunications Services Industry
AI及Data center建置服務業	AI and Data Center Infrastructure Services
有線電視服務業	Cable Television Services Industry

(1) Product Development Trends

With the acceleration of global digital transformation, the optical fiber cable industry has evolved from traditional telecommunications infrastructure into a critical technological backbone supporting AI data centers and digital infrastructure. The following outlines the key trends and competitive landscape:

(A) Key Industry Development Trends

a. High-density demand driven by AI data centers:

The rapid expansion of AI computing power is driving large-scale deployment of hyperscale data centers. To maximize bandwidth within limited space, optical cable designs are evolving toward ultra-high fiber counts (e.g., 6,912 fibers or more) and miniaturization.

b. Low latency and high reliability:

AI model training requires massive data exchange between servers, driving the development and adoption of low-latency specialty fibers, such as hollow-core fibers and ultra-low-loss optical fibers.

c. 5G and forward-looking 6G deployment:

- Fiber to the tower (FTTT): The high-frequency (millimeter-wave) characteristics of 5G result in shorter coverage ranges, necessitating denser base station deployment and significantly increasing demand for fiber backhaul networks.
- Internet of Things (IoT): Applications such as smart poles, traffic monitoring, and public safety systems in smart cities rely on stable optical fiber networks as their core infrastructure.

d. Integration of renewable energy and smart grids:

- Power optical cables (OPGW/ADSS): Renewable energy projects (e.g., offshore wind and solar) are often located in remote or harsh environments, making OPGW cables with both communication and lightning protection functions a standard solution.
- Virtual power plant (VPP) applications: Energy providers, including utilities such as Taipower, are leveraging 5G and optical fiber networks to enable real-time monitoring and dispatch of distributed energy resources, enhancing power supply reliability.

(B) Impact of Supply Chain and Raw Material Price Fluctuations on Competition

a. Price volatility of optical fiber preforms:

The current global shortage of optical fiber supply has driven up preform prices, significantly impacting overall cable costs.

b. Supply chain constraints:

Factors such as pandemics, geopolitical conflicts, and trade sanctions may affect the supply of glass, coating materials, and outer sheath plastics, thereby influencing production costs.

(C) Increasing Environmental and Regulatory Requirements Raising Barriers to Entry

a. Low-carbon manufacturing:

The global trend toward carbon neutrality requires companies to reduce carbon emissions in manufacturing processes, such as by adopting recyclable materials and energy-efficient production methods.

b. Regulations and standards:

Different markets impose varying standards on optical cables, including IEC, ITU-T, and GR-20 (Telcordia). Compliance with these international standards is essential for accessing export markets.

(D) Entry into the AI Data Center Market

The explosive growth of AI computing power has driven a rapid increase in east–west traffic, transforming optical cables from transmission accessories into critical infrastructure. Unlike traditional data centers, which are primarily characterized by north–south traffic (i.e., data transmission between users and servers), AI data centers are dominated by east–west traffic, where a large number of GPUs require high-speed interconnection, significantly increasing bandwidth demand.

For a 100 MW-class AI data center:

- Optical fiber length: tens of thousands to hundreds of thousands of kilometers
- Fiber count: reaching millions of fibers
- Deployment volume: 3 to 10 times that of traditional data centers

(E) Enhance brand and market expansion.

- a. High fiber-count optical cables: 144-core, 288-core, and 864-core configurations
- b. High-density connectivity: MPO/MTP solutions
- c. Optical module technologies: CPO, LPO, and silicon photonics
- d. Optical fiber types: primarily OM4 and OM5

(2) Overview of Technologies and R&D Work

(A) Technical level of operations, R&D

Design of new optical cable structures, development of new materials for optical cables, evaluation of new manufacturing processes and equipment, development and feasibility assessment of customized optical cables, evaluation and introduction of new material suppliers, design of extrusion dies for optical cable sheathing, design of auxiliary tooling for optical cable materials, improvement of existing optical cable manufacturing processes, and the introduction of high fiber-count optical cable production technologies.

(B) Technologies or Products Successfully Developed in the Most Recent Five Years

- 1.12C↓ Mini-PM loose tube metallic duct optical cable
- 2.48C/12-core bundle PDF loose tube non-metallic flame-retardant optical cable
- 3.8C & 12C single loose tube armored double-sheath duct optical cable
- 4.FRP central strength member indoor LSZH cold-resistant optical cable
- 5.48C & 96C AMPAR all-dry duct optical cable

- 6.6C–24C all-dry simplified aerial optical cable (ASSI8)
- 7.6C–24C mini all-dry duct flame-retardant optical cable (mini-AMPARF)
- 8.12C–96C all-dry duct flame-retardant optical cable (AMPARF)
- 9.12C–96C all-dry duct/aerial optical cable (ASSB)
- 10.96C–216C simplified loose tube duct/aerial optical cable (JSLP)
- 11.96C–216C loose tube steel tape armored optical cable
- 12.6C–24C all-dry drop optical cable (ASPD)
- 13.24C indoor optical cable (AYR)
- 14.Low-friction flat optical cable
- 15.96C–216C loose tube steel tape armored aerial optical cable (SSJ)
- 16.24C hybrid fiber-power composite cable (SSJH)
- 17.24C–216C all-dry non-metallic flame-retardant optical cable (ALPDFAPDF)
- 18.216C all-dry duct and aerial optical cable (AMPAR, ASSB)
- 19.Ribbon-type spider web optical fiber cable (WTR 24C–600C)

(C) R&D expenditures for each of the past five years:

Unit: In Thousands of New Taiwan Dollars

Item	2021	2022	2023	2024	2025
R&D Expenditures	10,968	6,940	2,343	1,000	0

3. Long-term and Short-term Business Development Plans

(1) Short-term Business Development Plans:

The Company will focus on addressing market demand from data centers and AI server facilities, including the sales of high fiber-count optical cables, as well as low-density and high-density optical connectors.

(2) Long-term Business Development Plans:

- A. To focus on the research and development, mass production, and sales of high fiber-count optical cables and high-density optical connectors suitable for AI server applications.
- B. In addition to the optical cable market, the Company will align with the development of the silicon photonics industry, expand its business scope, and explore opportunities for industrial transformation.
- C. To develop a one-stop service model by not only manufacturing its own products but also collaborating with partners to distribute and sell related products.

(3) Entry into the Silicon Photonics Industry Chain:

- A. Silicon photonics industry chain: Photonic chips → Optical engines → Optical

modules → CPO (Co-Packaged Optics) → Optical interconnects.

B. Entry strategy:

- FAU (Fiber Array Unit)
- Multi-core fiber precision alignment with photonic chips
- Precision requirement: $\pm 1 \mu\text{m}$

C. Transformation strategy:

- Short term (1–2 years):
Strengthen MPO and high fiber-count optical cable offerings to enter the AI data center market.
- Mid term (2–4 years):
Establish FAU production lines and develop precision alignment capabilities.
- Long term (3–6 years):
Build a stable supply chain for FAU raw materials and achieve high-quality production stability.

II. Analysis of Market and Production and Marketing Situation

(I) Market Analysis

1. Sales (offering) area of major goods (services)

Unit: In Thousands of New Taiwan Dollars

By region \ Year	2024		2025	
	Consolidated revenue	Revenue %	Consolidated revenue	Revenue %
Domestic	818,500	99.63	1,351,435	100.00
United States	1,923	0.23		
Japan	1,093	0.14		
Others	-	-	-	-
Total	821,516	100.00	1,351,435	100.00

2. Market share

Item	Market share
Filled Optical Cable	12%
Dry optical cable	35%
Ribbon-type optical cable	43%
Lead-in fiber optic cable	10%

3. Supply and Demand in the Market and Possible Future Growth

- (1) In 2025, the global optical fiber and cable market has experienced supply shortages driven by explosive growth in AI-related demand. The rapid expansion of data center infrastructure has fundamentally reshaped the market landscape. The scaling of AI training clusters requires the deployment of high-density optical interconnections within server facilities, while increasingly interconnected hyperscale data center campuses are driving a new wave of data center interconnection (DCI) development. These application scenarios rely on high-specification optical fibers featuring low

loss and bend-insensitive designs (such as G.657.A1 and G.657.A2 fibers), as well as ultra-high fiber count cable structures. As a result, demand related to data centers has become the primary driver of market growth.

- (2) One of the most notable structural changes in optical fiber types is the significant increase in demand for G.657.A2 fibers. Their superior bend resistance makes them particularly suitable for high-density routing environments within server rooms, such as around racks and cable trays. This shift has led to tighter supply of the traditionally dominant G.652.D fibers, thereby driving up overall optical fiber prices.

(II) Key Applications and Manufacturing Processes of Major Products

1. Fiber Optic Cables and Compound Materials:

Optical fiber cable wraps the optical fiber for communication transmission inside the cable cover to replace the original copper cable for signal transmission purpose. The transmission bandwidth of copper wire is limited, and the signal quality is easily interfered with, so the signal is transmitted by optical wave instead, and the electrical signal is replaced by optical wave and transmitted through fiber optic cable. The advantages of optical fiber include wide bandwidth (an optical fiber as thin as a hair can transmit hundreds of thousands of circuits or hundreds of color TV signals at the same time), low loss (transmission of tens or more than a hundred kilometers without the need for repeaters), which is not susceptible to interference from external signals, electromagnetic, etc., so it is currently widely used in communications, computers and CATV networks.

2. High-Density Optical Connectors (FAU) and Active Optical Cables (AOC)

The Company provides product design, system integration, and application services for high-density optical connectors (FAU) and active optical cables (AOC). In response to the growing demand driven by AI server rooms and data center infrastructure, the expansion of internet applications, and emerging markets such as military unmanned aerial vehicles (UAVs), the Company offers comprehensive solutions covering system design, manufacturing, installation, and testing/commissioning.

3. Smart Power Storage, in response to high power consumption users within the group and domestic government incentives for behind-the-meter energy storage installation, The Company itself engages in the sales and installation of behind-the-meter energy storage in the role of System Integration (SI).

Especially for high power consumption users in steel mills, The Company itself serves its customers with a fully functional Energy Management System (EMS), enabling customers to achieve maximum savings on electricity costs and assistance in production capacity related to electricity demand while alleviating the load on the Taiwan Power Company's feeders during peak times, achieving a win-win-win situation.

(III) Supply Situation for Major Raw Materials:

Major raw materials	Major supplier	Supply situation
Fiber	TOTSU-SOKEN	Good
	SUMITOMO	Good
PE material	Yuanli Chemical Group Co., Ltd.	Good
Aluminum strip	Bo Rui	Good

(IV) Explanation of major changes in the gross margin for major products or by department in the last two years: The gross margin change in the last two years did not reach 20%.

(V) List of major procurement/sales customers

1. List of Major Suppliers in the Past Two Years

Unit: In Thousands of New Taiwan Dollars

Item	2024				2025			
	Name	Amount	Proportion to Net Purchase for the Year (%)	Relationship with the Issuer	Name	Amount	Proportion to Net Purchase for the Year (%)	Relationship with the Issuer
1	Manufacturer A	53,810	10.39%	None.	Manufacturer A	173,239	20.24%	None.
2	Manufacturer B	45,553	8.79%	None.	Manufacturer B	50,199	5.87%	None.
3	Others	418,582	80.82%		Others	632,279	73.89%	
	Purchase Net	517,945	100%		Purchase Net	855,717	100%	

Note: Consolidated procurement statistics.

The reasons for the increase or decrease: The increase or decrease in procurement number of major customers in the last two years was due to fluctuations in market demand.

2. List of Major Clients in the Past Two Years

Unit: In Thousands of New Taiwan Dollars

Item	2024			2025		
	Name	Amount	Proportion to Net Sales for the Year (%)	Name	Amount	Proportion to Net Sales for the Year (%)
1	Manufacturer A	104,309	12.70%	Manufacturer A	622,527	46.06%
2	Manufacturer B	113,307	13.79%	Manufacturer B	134,828	9.98%
3	Others	603,900	73.51%	Others	594,080	43.96%
	Sales Net amount	821,516	100%	Sales Net amount	1,351,435	100%

Note: Consolidated sales statistics.

The reasons for the increase or decrease: The increase or decrease in sales sales number of major customers in the

last two years was due to the fluctuations in market demand.
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III. Number of Workers, Average Length of Service, Average Age and Education Distribution Ratio for the Last Two Years and as of the Publication Date of the Annual Report

Year		2024	2025	Current year as of January 31, 2026
Number of Employees	Direct Personnel	6	6	6
	Indirect Personnel	74	83	80
	R&D Personnel	3	0	0
	Total	83	89	86
Average Age		45.16	47.23	47.71
Average years of service		12.74	10.10	9.77
Academic Background Distribution (%)	PhD	1.2%	1.12%	1.16%
	Master's	3.6%	5.62%	5.81%
	Bachelor's	83.2%	77.5%	75.5%
	High school	10.8%	10.11%	9.3%
	Below high school	1.2%	1.2%	1.2%

IV. Disbursements for Environmental Protection

Any losses suffered by the Company in the most recent fiscal year and up to the annual report publication date due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: No such situation.

V. Labor relations information

(I) Employee Benefit Plans, Continuing Education, Training, and Retirement Systems and the Status of Their Implementation, and the Status of Labor-management Agreements and Measures for Preserving Employees' Rights and Interests.

1. Sound welfare system:
2. Promotion and transfer system of humanized management

3. Subsidies for maternity, injury, hospitalization, emergencies, and wedding and funeral expenses.
4. Children's Education Assistance Scholarships.
5. Labor insurance, health insurance, free group insurance, travel insurance, occupational accidental insurance and pensions.
6. Subsidies for medical expenses for employees, spouses and children.
7. Free health checkups for our colleagues on a regular basis.
8. Participatory Welfare Activities and Measures.
9. Carefully Selected New Year's Eve Gifts and Birthday Vouchers.
10. Grants for various societies and associations.
11. Domestic and foreign travel subsidies for employees.

(II) Staff development, education and training:

In order to ensure the quality of work and improve efficiency, all operations of the Company are performed by well-trained personnel with expertise. Our company has developed training management procedures in line with the spirit of strategic human resources. These procedures are based on the Company's vision and strategy analysis to set the strategies, and the general manager takes the lead to set the annual operation targets and lead the department heads to implement the Company's strategies, and combine the Company's existing organizational performance gap and functional analysis to identify training needs. In addition, through the participation of stakeholders, the training course design plan is produced, and relevant training methods and selection criteria are developed. The training plan is then executed, and the training results are fed back. The training processes are constantly monitored and improved to ensure that the training is carried out according to the plans.

(III) retirement systems and the status of their implementation

In order to take care of employees' post-retirement life, for the Company's employees who are subject to the pension system prescribed in the Labor Pension Act (a defined contribution pension plan), the Company contributes 6% of their monthly salaries into the individual pension accounts with the Bureau of Labor Insurance. For employees who are subject to the pension system prescribed in the Labor Standards Act (a defined benefit plan), their pension shall be calculated on the basis of years of service and the average salary at the time of retirement. The Employee Retirement Fund, which is allocated monthly by the Company on the basis of the actuary's pension assessment report, is transferred to the Supervisory Committee of Business Entities' Labor Retirement Reserve and deposited in the special account of the Bank of Taiwan in the name of the Committee.

(IV) Incentive system of recognition:

Employee remuneration, recognition of senior and exemplary colleagues, performance bonus by function, performance bonus by department and proposal reward system.

(V) Communication Channels:

Department monthly/quarterly meetings, open-door policies, supervisory communication meetings, regular labor-management meetings, and regular meetings with the Supervisory Committee of Business Entities' Labor Retirement Reserve.

(VI) Measures to protect employees' rights and interests:

1. In order to clarify the rights and obligations of both employees and employers, the Company has hereby established work rules in accordance with the Labor Standards Act and other relevant laws and regulations to promote a balanced interaction of rights and obligations, and to recognize the spirit of fundamental coordination and cooperation with each other.
2. For each employee, the Company offers labor insurance, health insurance, group life insurance, and accidental insurance as its most basic welfare measures, and establishes an employee welfare committee to provide wedding, funeral, maternity and injury subsidies and organize various employee benefits activities.

(VII) Any losses suffered by the Company in the most recent fiscal year and up to the annual report publication date due to labor disputes, and disclosing an estimate of possible expenses that could be incurred currently and, in the future, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided.

The Company implements relevant laws and regulations, safeguards the rights and interests of employees, strives to create a harmonious labor-management relationship, and has an internal employee complaint channel; hence it does not have any major labor disputes.

VI. Cyber Security Management

(I) Elaborate on the cyber security risk management framework, cyber security policies, specific management plans, and resources dedicated to cyber security management, etc.

1. Cyber Security Risk Management Framework:

The Company's cyber security responsibilities fall under the Information Equipment Division, which includes one information manager and one cyber security engineer. They are responsible for formulating the Company's cyber security policy, planning cyber security measures, and executing related cyber security operations. Every year, the accountant conducts an information operation audit. If any deficiencies are found,

improvement measures will be required and the results of the improvements will be tracked.

2. Cyber Security Policy:

The Company itself formulates relevant internal operational regulations in accordance with Article 9, "Processing of Computerized Information Systems," of the "Guidelines for Establishing Internal Control Systems for Publicly Listed Companies" to reduce the risk of unknown cybersecurity threats posed by the application of emerging information technologies and environmental changes. Through the collective efforts of all colleagues, we aim to achieve the following policy objectives:

- (1) Ensure the confidentiality and integrity of information assets.
- (2) Ensure that each Department accesses data according to functional standards.
- (3) Ensure the continuous operation of information systems.
- (4) Prevent unauthorized modification or use of data and systems.
- (5) Ensure timely prevention and blocking of system vulnerabilities.
- (6) Conduct regular cyber security audits to ensure the implementation of cyber security.

3. Specific management plans:

(1) Internet management and control

- Set up a firewall.
- Set up an email filtering protection platform (SPAM) to effectively reduce the risk of various email attacks.
- Anti-virus software should be installed on computer equipment, and regular virus scans should be conducted.
- The use of various network services should be carried out in accordance with the Cyber Security Policy.

(2) Data access control

- Computer equipment should be managed by designated personnel, and accounts and passwords should be set up.
- Grant different access permissions based on job functions.
- Personnel who are transferred should have their original access rights revoked.
- Remote login information systems should obtain proper Approval.

(3) Contingency and recovery mechanisms

- Important systems should establish system backup mechanisms and implement offsite backups.
- Conduct regular system recovery drills once a year.
- Regularly review computer network security control measures.

- Develop an "Information Systems Emergency Recovery Plan."

(4) Advocacy and Inspection

- Continuously advocate the importance of cyber security and enhance employees' cyber security awareness.
- Join the ISAC and TWCERT cyber security information sharing platforms and, in addition to conducting regular routine cyber security inspections, collaborate with internal and external auditors to include cyber security inspections in the Year audit plan annually.

4. Resources dedicated to cyber security management:

- (1) Hardware equipment: firewall, uninterruptible power supply (UPS), servers, etc.
- (2) Software systems: email antivirus, spam filtering, backup management software, etc.
- (3) Manpower Investment: Daily inspections of each system's status, weekly regular backups and off-site storage of backup media, occasional information and communication educational courses, annual execution of system disaster recovery drills, annual internal audits of the information cycle, Accountant audits.

VII. Important Contracts

Type of Contract	Party	Contract Duration	Major contents	Restrictions
Engineering Contract	Kyosan Electric Manufacturing Co., Ltd. Taiwan Branch (Japan)	Feb. 2021 – Jan. 2027	Taiwan High Speed Rail Switch Control Box Replacement Project	None.
Engineering Contract	Taiwan High Speed Rail Corporation	Jun. 2024 – Mar. 2025	High-speed rail Taipei MRT section (TRUPO section)/Elevated section TK16+750 escape door adds dynamic detection function CCTV and door position switch.	None.
Procurement Contract	Taipei Rapid Transit Corporation	Dec. 2024 – Jun. 2025	Procurement of In-Vehicle Multimedia Servers (OVAS)	None.
Engineering Contract	Ronggang Materials Technology Corporation	May 2025 – Feb. 2026	Ronggang 16M Ring Furnace Installation Contract	None.
Engineering Contract	Ronggang Materials Technology Corporation	May 2025 – Oct. 2025	BDM High Pressure External Pipeline Engineering	None.

Engineering Contract	Ronggang Materials Technology Corporation	Aug. 2025 – Aug. 2025	Ronggang CCM Continuous Casting Machine and Cooling Bed Equipment Piping Engineering	None.
Procurement Contract	Kbro Co., Ltd.	Apr. 2025 – Mar. 2027	2025 Procurement Supply Contract	None.
Labor Procurement Contract	Northern District Head Office, Taiwan Area Freeway Construction Bureau, Ministry of Transportation and Communications	May 2025 – Apr. 2026	2025-2026 Maintenance work of traffic control facilities for National Freeway Route 5, Bid No. R14	None.
Labor Procurement Contract	Northern District Head Office, Taiwan Area Freeway Construction Bureau, Ministry of Transportation and Communications	Jul. 2025 – Jun. 2026	114-2025-2026 Maintenance and subsequent expansion of the broadcast, radio and video conferencing systems on National Freeway Route 5	None.
Procurement Contract	Kuang-Tien Photonics Co., Ltd.	Mar. 2025 – Feb. 2026	Optical Cable Procurement Contract	None.
Procurement Contract	Northern District Head Office, Taiwan Area Freeway Construction Bureau, Ministry of Transportation and Communications	Apr. 2025 – Mar. 2026	2025-2026 The Pinglin traffic control center both traffic control equipment maintenance work	None.
Procurement Contract	Pingnan Cable Television Shareholding Co., Ltd.	Apr. 2025 – Mar. 2027	2025 Procurement Supply Contract	None.
Procurement Contract	Chunghwa Telecom Shareholding Co., Ltd.	Nov. 2025 – Nov. 2028	Various full-band ribbon-type single-mode optical cables (WTR) (Southern region)	None.
Engineering Contract	Ronggang Materials Technology Corporation	Dec. 2025 – Mar. 2026	Large PRESS Ring Factory Pipeline Engineering Contract	None.
Procurement Contract	Yutong Optoelectronics Communication Co., Ltd.	Jun. 2024 – Jun. 2025	Optical Cable Procurement Contract	None.

Chapter 5. Review and Analysis of Financial Position and Financial Performance, and Listing of Risks

I. Financial Position

Unit: In Thousands of New Taiwan Dollars

Item \ Year	2024	2025	Difference	
			Amount	%
Current Assets	970,919	925,167	(45,752)	(4.71)
Property, Plant, and Equipment	69,619	54,928	(14,691)	(21.10)
Intangible assets	3,495	2,738	(757)	(21.66)
Other non-current assets	26,530	29,520	2,990	11.27
Total assets	1,368,381	1,753,824	352,443	25.15
Current Liabilities	303,407	576,584	240,177	71.39
Total liabilities	323,626	593,143	236,517	66.32
Share capital	1,053,437	1,053,437	0	0.00
Capital surplus	58,511	0	(58,511)	(100.00)
Retained earnings	(74,683)	91,563	166,246	(222.60)
Total shareholders' equity	1,044,755	1,160,681	115,926	11.10

The main reasons for the material changes (Change of 20% or more in the preceding and following periods, and the amount of change reaches NT\$10 million or more) are analyzed as follows:

1. Decrease in property, plant, and equipment: Mainly due to the depreciation expense recognized based on the useful life, and the absence of significant new capital expenditures during the current period.
2. Increase in Total Assets: mainly due to the purchase of 8 million and 3 million shares of ordinary shares of Bank SinoPac in 2025, and also due to the increase in closing price at the end of the period compared to mid-year, as well as the recognition of valuation gains on the investment target, Royal Host, according to the valuation report.
3. Increase in current liabilities: Mainly due to significant profit growth during the current period, resulting in an estimated payable for income tax expense as required by tax regulations, leading to an increase in income tax liabilities compared to last year.
4. Increase in total liabilities: Mainly due to the increase in short-term borrowing resulting from working capital needs this period.
5. Increase in capital surplus: The capital surplus has decreased to zero from the end of last year, mainly due to offsetting accumulated losses this period, hence the entire amount was written off.
6. Increase in retained earnings: primarily due to a significant improvement in operational performance this period, resulting in the recognition of net profit for the period.

II. Financial Performance

Unit: In Thousands of New Taiwan Dollars

Item \ Year	2024	2025	Change, by Amount	Change, by Percentage %
Revenue	821,516	1,351,435	529,919	64.51
Operating Costs	766,705	1,183,524	416,819	54.36
Gross Profit	54,811	167,911	113,100	206.35
Operating expenses	136,147	107,276	(28,871)	(21.21)
Net operating loss	(81,336)	60,635	141,971	174.55
Non-operating Income and Expenses	89,530	59,088	(30,442)	(34.00)
Pre-tax net profit	8,194	119,723	111,529	1,361.11
Income tax expenses	4,510	11,988	7,478	165.81
Net Income for the year	3,684	107,735	104,051	2,824.40
Other comprehensive income (loss) (Net amount)	7,490	8,191	701	9.36
Total comprehensive income for the year	11,174	115,926	104,752	937.46
Analysis of significant changes:				
1. Increase in Pre-tax net profit: mainly due to the increase in Gross Profit and the recognition of valuation gains from investments in PayPal, Chin Gene, Bank SinoPac, and Royal Host.				

III. Cash Flows

(I) Analysis of any cash flow changes during the most recent fiscal year

Unit: In Thousands of New Taiwan Dollars

Item \ Year	2024	2025	Change, by Amount	Change, by Percentage %
Net cash inflows (outflow) generated from operating activities	(14,780)	97,435	112,215	759.24
Net cash inflows (outflow) generated from investment activities	(108,544)	(317,960)	(209,416)	192.93

Net cash flow (outflow) from financing activities	(62,090)	240,505	302,595	487.35
Net increase (decrease) in cash for the current year	(185,414)	19,980	205,394	110.78
Increase/decrease ratio change analysis:				
1. Increase in cash inflow from operating activities: primarily due to profit growth in the current period, improved redemption of project funds, and a decrease in accounts receivable, leading to improved working capital utilization, which significantly enhanced the cash flows generated from overall operating activities.				
2. Increase in cash outflow from investment activities: mainly due to financial assets invested in International Bill Finance and participation in the private placement ordinary shares of Taisteel Construction.				
3. Increase in cash outflow from financing activities: mainly due to the acquisition of short-term borrowings of approximately 250 million from Financial Institutions for investment and working capital needs this period.				

(II) Improvement plan for insufficient liquidity: None.

(III) Liquidity Analysis for the Coming Year:

Unit: In Thousands of New Taiwan Dollars

Cash at beginning of period	Estimated Net Cash Flows from Operating Activities	Estimated Cash Flows Used	Estimated Cash Remaining (insufficient) amount	Remediation of estimated cash insufficiency	
				Investment Plan	Financial plan
263,862	100,000	180,000	183,862	-	-
1. Analysis of changes in cash flows in the coming year:					
(1) Operating Activities: Net cash outflows from operating activities are expected, mainly due to the impact of revenue recognition timing and contract execution status.					
(2) Investment activities: No significant changes in cash flows from investment activities are expected.					
(3) Financing activities: No significant changes in cash flows from investment activities are expected.					
2. Remediation and liquidity analysis of estimated cash inadequacy: not applicable.					

IV. Effect on Financial Operations of Any Major Capital Expenditures during the Past Fiscal Year: None.

V. Reinvestment Policy for the Past Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for the Coming Year:

Unit: In Thousands of New Taiwan Dollars

Item	Description	2025 profit/loss amount (thousand NT\$)	Investment Policy	Main reasons for profit or loss	Improvement Plan	Other Future Investment Plans
	TSG ENGINEERING CORP.	31,294				
	United Fiber Optic Communication Investment Shareholding Co., Ltd.	(94)				
	Ottimo Connectech Inc.	0	Diversified operations	Suspension of business	None	None
	World Way Shipping Agency & Chartering Co., Ltd.	0	Diversified operations	Losses have been fully allocated due to suspected illegal activities of the former person in charge	None	None

VI. Risk Analysis and Assessment for the Past Fiscal Year as of the Date of Publication of the Annual Report

(I) Effect on the Profit (Loss) of Interest and Exchange Rate Fluctuations and Changes in the Inflation Rate, and Response Measures to Be Taken in the Future

1. Changes in interest rates

Unit: In Thousands of New Taiwan Dollars

Item	2025	As a percentage of sales revenue in 2025	As a percentage of net loss before

			income tax for 2025
Finance costs	1,509	0.11%	1.26%
<p>Future Actions:</p> <p>The Company's financial costs are mainly the interests on long-term and short-term loans. In order to avoid the long-term capital cost of the Company being affected by future interest rate fluctuations, the strategy of the Company is to obtain funds from the lowest quoted interest rate by asking financial institutions directly for prices and comparisons, so as to reduce the impact of interest rate changes on the Company.</p>			

2. Changes in exchange rates

Unit: In Thousands of New Taiwan Dollars

Item	2025	As a percentage of sales revenue in 2025	As a percentage of net loss before income tax for 2025
Exchange Losses	94	0.01%	0.08%
<p>Future Actions:</p> <p>In order to avoid foreign exchange fluctuations that affect profit and loss, and effectively reduce the impact of exchange rate changes on profits, in addition to keeping track of exchange rate trends and maintaining close contact with banks' foreign exchange department, the Company will adopt a hedging strategy to reduce the risk of exchange rate fluctuations by purchasing U.S. dollars if the actual U.S. dollar exchange rate is lower than the recorded U.S. dollar liability rate in order to cover the U.S. dollar liabilities when they fall due.</p>			

3. Inflation

The current inflation is not significant and the impact on the Company's profit and loss is limited. The Company will also keep an eye on the fluctuation of market prices and maintain good interaction with suppliers and customers to avoid a significant impact on the Company due to inflation.

(II) Policy regarding High-risk Investments, Highly Leveraged Investments, Loans to Other Parties, Endorsements/Guarantees, and Derivatives Transactions, Main Reasons for the Profit (Loss) Generated Thereby, and Response Measures to Be Taken in the Future

1. Engagement in high-risk, highly leveraged investments: None.
2. loans to other parties, endorsements, and guarantees:
 - (1) In response to the actual operational needs of the investee companies, the Company has stipulated the operating procedures of capital loans to others and the operating procedures of endorsements/guarantees in accordance with the relevant laws and regulations.
 - (2) As of December 31, 2025, the maximum amount of the Company's endorsement/guarantee was NT\$580,341 thousand, and the balance of the announced endorsement/guarantee was NT\$0 thousand, and the actual disbursement amount was NT\$0 thousand.
 - (3) As of December 31, 2025, the maximum amount of the Company's funds loaned to others was NT\$464,272 thousand, and the announced balance of funds loaned to others was NT\$0 thousand, with the actual amount expended being NT\$0 thousand.
3. Derivatives transactions: None.

(III) Research and development work to be carried out in the future, and further expenditures expected for research and development work

Plan for the most recent year	Current Progress	research and development expense that needs further investment	Complete mass production Time	The main influencing factors for the success of future research and development
High-density optical connector (FAU)	Evaluate the investment amount and technical partners (such as ITRI)	NT\$150,000,000	End of 2027	The product is recognized by manufacturers in the SEMI Photonics Industry Consortium and enters the supply chain for AI data center construction.
Backend energy storage local controller and power management system	Entering the testing phase in Q2 2026	NT\$20,000,000	End of 2026	Whether the actual operation of the product complies with the customer's needs and maximizes benefits.

(IV) Effect on the Financial Operations of Important Policies Adopted and Changes in the Legal Environment at Home and Abroad, and Measures to Be Taken in Response

The daily operations of the Group are handled in accordance with the relevant domestic and foreign laws and regulations, pay attention to domestic and foreign policies and legal trends at

all times, and collect relevant information to provide the management decision-making references. So far, the Group has not been affected by material domestic and foreign policy and legal changes that might have an impact on the Company's financial business.

(V) Effect on the Financial Operations of Developments in Science and Technology and Industrial Change, and Measures to Be Taken in Response

The Group keeps abreast of changes and technological trends in international and domestic industries, grasps industry dynamics and market information in real time, is actively committed to market and industry analysis, follows the latest market trends and economic fluctuations, and is committed to the development and introduction of new products. At the same time, we maintain good cooperation with midstream and downstream manufacturers, and actively integrate marketing channels to increase breadth of customers and collect the latest market information to strengthen competitive advantages so as to ensure the Group's competitive edge in the market.

(VI) Effect on the Crisis Management of Changes in the Corporate Image, and Measures to Be Taken in Response: None.

(VII) Expected benefits, potential risks, and corresponding measures related to mergers and acquisitions: None.

(VIII) Expected Benefits and Possible Risks Associated with Any Plant Expansion, and Measures to Be Taken in Response:

The Group has no plan for plant expansion in the most recent year as of the publication date of the Annual Report.

(IX) Risks Associated with Any Consolidation of Sales or Purchasing Operations, and Measures to Be Taken in Response: None.

(X) Effect on and Risk to the Company in the Event a Major Quantity of Shares Belonging to a Director, Supervisors or Shareholder Holding Greater than a 10% Stake in the Company Has Been Transferred or Has Otherwise Changed Hands, and Measures to Be Taken in Response: None.

(XI) Effect on and Risk to the Company Associated with Any Change in Governance Personnel or Top Management, and Measures to Be Taken in Response: None.

(XII) Litigious and non-litigious matters. List major litigious, non-litigious or administrative disputes that: (1) involve the Company and/or any company director, any company supervisor, the general manager, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10%, and/or any company or companies controlled by the Company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such

a dispute could materially affect shareholders' equity or the prices of the Company's securities, the annual report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the date of publication of the annual report:

Please refer to 2025 Year Consolidated Financial Statements and CPA Audit Report of the Company (see Appendix I to this Annual Report) and the 2025 Year Individual Financial Statements and CPA Audit Report (see Appendix II to this Annual Report).

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

VII. Other Important Matters: None.

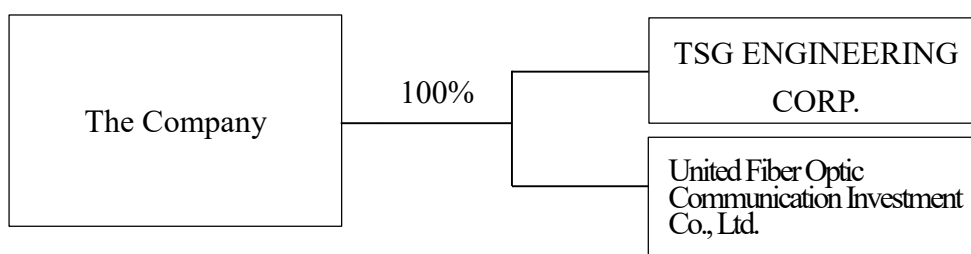
Chapter 6. Special Disclosure

I. Information on Affiliates:

Consolidated Business Reports Covering Affiliated Enterprises, Consolidated Financial Statements Covering Affiliated Enterprises, and Reports on Affiliations for the most recent fiscal year:

(I) Consolidated Business Report of Affiliates:

1. Organizational Chart of Affiliates



December 31, 2025

2. Basic Information of Each Affiliated Enterprise

December 31, 2025

Company Name	Registration Date	Address	Primary Business Activities
TSG ENGINEERING CORP.	June 16, 2022	12th Floor-1, No. 307, Section 2, Minsheng Road, Qians Caoli, West Central District, Tainan City	Construction civil engineering planning, design, procurement, and construction.

United Fiber Optic Communication Investment Co., Ltd.	February 10, 2025	12th Floor-1, No. 307, Section 2, Minsheng Road, Qians Caoli, West Central District, Tainan City	General Investment
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3. Assumed Shareholder Information for Those with Control and Subordinate Relationships: None.

4. Industries covered by the overall business of the affiliates

Company Name	Controlling (subordinate) company	Controlling (subordinate) relationship	Business operations and division of labor between affiliates
TSG ENGINEERING CORP.	United Fiber Optic Communication Inc.	Subordinate	Construction civil engineering planning, design, procurement, and construction.
United Fiber Optic Communication Investment Co., Ltd.	United Fiber Optic Communication Inc.	Subordinate	General Investment

5. Information on directors, supervisors, and presidents of affiliates

December 31, 2025

Name of Affiliate	Title	Name or Representative	Shareholding	
			Number of Shares (in Thousands)	Shareholding Ratio (%)
TSG ENGINEERING CORP.	Chairman	Chen Xiang-Lin	11,625	100%
United Fiber Optic Communication Investment Co., Ltd.	Chairman	Lin, Yu-Chang	200	100%

6. Relationship between the Company and the affiliate

Name of the affiliate	Relationship with the Company
TSG ENGINEERING CORP.	The Company's subsidiary
United Fiber Optic Communication Investment Co., Ltd.	The Company's subsidiary

7. Operational Overview of Each Affiliated Enterprise

December 31, 2025; Unit: NT\$1,000

Company Name	Capital amount	Total assets	Total liabilities	Net worth	Revenue	Operating Income (Loss)	Net Income (Loss)
TSG ENGINEERING CORP.	116,247	403,338	235,403	167,935	915,697	61,561	49,883
United Fiber Optic Communication Investment Co., Ltd.	2,000	1,907	1	1,906	0	(75)	(95)

(II) Consolidated Financial Statements of Affiliated Companies: Not applicable.

(III) Relationship Business report: Please refer to the MOPS.

URL: https://mopsov.twse.com.tw/mops/web/t57sb01_q10

II. Private Placement of Securities during the Past Fiscal Year and during the Current Fiscal Year Up to the Date of Publication of the Annual Report:

Please refer to the MOPS.

URL: <https://mops.twse.com.tw/mops/#/web/t116sb01>

III. Other Supplementary Information: None.

Chapter 7. Significant Impact Matters

Any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the Company's securities that has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the Annual Report Material events affecting equity or securities prices: None.

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2025 Annual report

United Fiber Optic Communication Inc.

Head: Lin Yu-Chang