TWSE Code: 2441

超豐電子股份有限公司
GREATEK ELECTRONICS INC.



This Annual Report is available at：

Market Observation Post System (MOPS)：
https://mops.twse.com.tw

Company website：
https://www.greatek.com.tw

Publication Date: March 31, 2026

2025
ANNUAL REPORT

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Address: B1F, No. 67, Section 2, Dunhua South Road, Da'an District, Taipei City 106045, Taiwan
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IV. Information on the CPA in the Financial Statement for the Most Recent Fiscal Year

Name of Accounting Firm: Deloitte Taiwan
Name of CPA: Cheng-Chih Lin & Su-Li Fang
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Website: www.deloitte.com.tw

V. Offshore Secondary Exchange and Disclosure Information Available at:

Not Applicable.

VI. Company Website: https://www.greatek.com.tw

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Letter to Shareholders

At the 2026 Annual Shareholders' Meeting

Dear Shareholders,

In 2025, driven by the expansion of demand for artificial intelligence (AI) data centers, the growing demand for high-performance computing (HPC) and advanced process technologies, and robust memory demand—along with customers' advance inventory buildup in response to uncertainties surrounding U.S. tariff policies—the overall capacity utilization rate of the semiconductor packaging and testing industry increased significantly, with order momentum demonstrating steady growth. Greatek Electronics reported consolidated revenue of NT$16.76 billion for 2025, representing a 10.2% increase compared to 2024. However, due to rising manufacturing costs such as raw materials and electricity, as well as the strong appreciation of the New Taiwan dollar, net profit after tax for 2025 amounted to NT$2.45 billion, with earnings per share (EPS) of NT$4.31, reflecting a slight decline of 1.8% compared to 2024. According to the Industrial Technology Research Institute's (ITRI) February 2026 forecast, Taiwan's IC packaging and testing industry grew by 14% year-on-year in 2025. Greatek continues to develop international-tier customers and actively expand its Flip-Chip and testing capacities, thereby creating new drivers for revenue growth. Furthermore, due to the Company's continued profitability, its debt-to-equity ratio remained at 14% and current ratio at 320%, indicating a very sound financial structure.

Looking ahead to the year 2026, with the rapid development of AI applications, demand for related packaging and testing services is expected to continue expanding, and memory market demand remains strong. Greatek Electronics is likely to benefit from AI applications, price increases, and order spillover effects. In addition, Taiwan and major end markets, particularly the United States, enjoy more favorable import tariffs compared to competing countries, presenting a new wave of growth opportunities for Greatek. However, given the high base in 2025, intensified competition in the mature packaging and testing market, and persistent geopolitical risks, overall growth is expected to remain in the single-digit or low double-digit range compared with 2025. In 2025, Greatek reached its 30th anniversary. Facing a landscape of mature processes and structural transformation since its inception, the Company is not only deploying new capacity and improving manufacturing efficiency and product quality in response to customer needs, but is also actively optimizing capacity allocation by phasing out weaker lines, refining the product mix, and enhancing

value-added offerings and overall competitiveness.

While pursuing operational performance, the Company continues to deepen talent development and sustainable management. In terms of human resources, the Company enhances employees' professional capabilities and retention through a comprehensive training system and process optimization, while continuously improving compensation and benefits to realize the principle of sharing business achievements. In the areas of environment and corporate governance, the Company actively promotes energy saving and carbon reduction, adopts green energy, and strengthens corporate governance mechanisms, thereby fulfilling corporate sustainability and social responsibility, and moving toward long-term, stable operations.

A big thank you to all the shareholders for your support and encouragement to the entire staff and management team of Greatek. Your support brings the Company together to achieve excellencies.

We wish
You good health and fortune.

Chairman: Boris Hsieh

Greatek Electronics Inc.

2025 Business Report

In 2025, the global semiconductor industry experienced a new wave of explosive growth, with annual output value rising to US$772.2 billion, setting a new historical record. This growth was primarily driven by the rapid expansion of artificial intelligence (AI) infrastructure, which significantly boosted demand for processors, high-bandwidth memory (HBM), and networking components. In April, the industry faced challenges including uncertainties surrounding U.S. tariff policies, an unclear global economic outlook, and the strong appreciation of the New Taiwan dollar. Owing to the uncertainty of tariff policies, customers advanced their deployment and inventory buildup. Meanwhile, the continued deepening of AI applications, along with the expansion of high-performance computing (HPC) and advanced process technologies, became key drivers supporting the manufacturing sector, resulting in better-than-expected economic growth performance in 2025. The World Semiconductor Trade Statistics (WSTS) revised its forecast for 2025 semiconductor production in December 2025 to US$772.2 billion, a year-on-year increase of 22.5%. The ITRI Industrial Economics and Knowledge Center estimated in February 2026 that Taiwan's IC production value in 2025 would be NT$6,522.5 billion, a year-on-year increase of 22.7%, while the IC packaging and testing industry is expected to increase by 14%. In January 2026, Gartner estimated that the global semiconductor revenue in 2025 would reached US$793 billion, a year-on-year increase of 21%. Supported by the rapid expansion of AI infrastructure investment, the International Monetary Fund (IMF) adjusted the global economic growth projection for 2025 to 3.3% in January 2026.

I. Implementation results of the 2025 Business Report:

The 2025 operating revenue was NT$16.76 billion, representing a 10.2% over the NT$15.21 billion in 2024, Continued strength in AI and memory demand was the key driver, lifting revenue across Flip-Chip, WLP, and testing. Consolidated gross margin was 20.2%, showing a 1.9% decrease from 22.1% in 2024, this was largely due to New Taiwan dollar appreciation and rising manufacturing expenses. In terms of earnings, the consolidated net income after tax was NT$2.449 billion, representing a decrease of NT$47 million from NT$2.496 billion in 2024, The decline was primarily attributable to increased foreign exchange losses resulting from the appreciation of the New Taiwan Dollar in 2025. The consolidated earnings per share (EPS) was NT$4.31, which was decrease by NT$0.08 from NT$4.39 in 2024.

II. Budget implementation:

Greatek did not disclose its financial forecast in 2025.

III. Financial Revenue and Profitability Analysis:

Greatek's operating principles include robust growth, proactive innovations, and prudent investments. It actively expanded its production capacity in response to customer demand, in 2025, capital expenditures amounted to approximately NT$2.41 billion, Main reason are to expand the production capacity of flip-chip packaging, purchase more testing equipment, and improve production efficiency and costs. The Company's ending cash balance as of December 31, 2025 was NT$5.9 billion due to continued profitability and adequate financial income and expenditure controls. The current ratio was 320%, helping the Company to maintain sound and robust financial structure. Financial income and expenditure and profitability analysis are stated

as follows:

1. Financial Income & Expenditure

Consolidated Statements of Cash flows in 2025:

(1) Net cash inflow from operating activities: NT$4.89 billion, mostly attributable to net profit and depreciation.

(2) Net cash outflow from investing activities: NT$3.85 billion, mostly attributable to acquisition of property, plant, and equipment.

(3) Net cash outflow from financing activities: NT$1.72 billion, mostly attributable to distribution of cash dividends.

2. Profitability Analysis

Item/Year	2025	2024
Return on asset (%)	9.05	9.87
Return on equity (%)	10.52	11.37
Net profit ratio (%)	14.61	16.41
Earnings per share (NT$)	4.31	4.39

IV. Research & Developments

Greatek is committed to expanding the R&D department; on top of retaining industry-specific elites, we also continue to recruit talents to enhance R&D capacity, develop new products, and to improve production processes. Greatek's production skills and product developments are aligned with the demand in the electronic end product market and customer needs. In 2025, the Company committed its production capacity to enhance the High thermal PKG (Epoxy/ 2.0 mil Cu), to develop FC capability w/thick Cu substrate, to develop WB QFN Bonding≧500 wires, to develop 2.5 mil copper wire product manufacturing capability, to develop power TOLT package and Al wire process for power device products. The R&D expense in 2025 was NT$320 million, accounting for 1.9% of full year revenue.

V. Summary of the 2026 Business Plan

1. Operating Directions and Production and Marketing Policies

(1) Founded on integrity, Greatek will make lasting and stable profits for the Company and its customers and suppliers.

(2) By upholding a customer and service-oriented approach, the Company will enhance its overall quality, technologies, and efficiency. And expand the product line according to the needs of customers in order to provide professional services that satisfy its customers.

(3) To actively research and develop new processes and new materials; to reduce costs; to achieve operating goals; and to generate profit.

(4) Cultivating talent, prioritizing employee welfare, and fostering a supportive work environment to create shared value.

(5) Striving for corporate sustainable development, Greatek is committed to environmental protection, energy conservation and carbon reduction, corporate governance, and corporate social responsibilities.

2. Sales Volume Estimate

Based on the industry outlook, future market demand, and the Company's capacity, the estimated sales volume of the Company in 2026 is as follows:

Sales item	Estimated sales volume
Packaging	Approx. 9.3 billion units
F/T testing	Approx. 5.8 billion units
W/T testing	Approx. 690 thousand units
WLP	Approx. 330 thousand units
WLCSP	Approx. 500 million units

3. Future Growth Strategies

(1) To actively seize and maintain existing long-term partnerships with customers to increase the share of their demand allocation.

(2) To actively expand to front-line customers and to strategically expand to world-class customers to strengthen our customer mix and to accelerate revenue growth.

(3) To stay on top of market trends, to remain aligned to customers' new product development, and to actively plan and build new product capacity.

(4) Research and develop packaging and testing technologies and skills that cater to market demand to achieve both technical and cost competitiveness.

(5) Utilizing AI technology and enhancing production line automation to improve operational efficiency, process capability, and product quality, while reducing costs and increasing profitability.

In January 2026, IMF revised its global economic growth forecast for 2026 to 3.3% in its "World Economic Outlook" report. Benefiting from countries' gradual adaptation to the Trump-era tariff measures and the asset market rally driven by the surge in AI investment, the International Monetary Fund (IMF) noted that substantial capital expenditures in AI have become a key pillar of economic growth, with North America and Asia being the primary beneficiaries. However, the IMF cautioned that if AI fails to deliver the anticipated significant improvements in productivity, it could trigger a sharp market correction. The IMF also warned that a potential AI bubble, escalating geopolitical tensions, and renewed trade conflicts could disrupt supply chains and global markets. WSTS estimated in December 2025 that the global semiconductor market will experience a strong growth of 26.3% in 2026, with production value reaching a record high of US$975.5 billion. In January 2026, Gartner predicted that the AI infrastructure spending is projected to exceed US$1.3 trillion, reaching a new all-time high.

In 2026, against the backdrop of continued easing of trade tensions and accommodative monetary policies, the global economy is expected to demonstrate notable resilience. Key factors influencing the economic outlook include the pace of AI development, U.S. tariff policies, and China's overcapacity issues. As Trump has successively concluded trade agreements with multiple countries, policy uncertainties have gradually subsided. Coupled with increasingly clear developments in AI technologies and applications, governments around the world are actively promoting sovereign AI initiatives, continuously driving demand for related hardware and advanced

semiconductor process technologies. In addition, the United States lowered its tariff rates on Taiwan, which helped reduce cost pressures on downstream industries exporting to the United States; together with China's promotion of anti-involution policies, this was also expected to ease price competition.

Greatek is always on top of the economic and industry changes, and executes the optimal response in terms of production and sales strategies. In addition to developing advanced processes and enhancing R&D capacity, the Company is also committed to developing new customers home and abroad. Greatek's key developments in 2026 include: to develop FCCSP under fill product, to develop FCCSP / WBCSP exposed die products, to develop thick Cu 32/45um substrate products, to develop WB QFN Wire Bonding> 750 wires product manufacturing capability、to develop 2.5/3.0 mil copper wire manufacturing capability、to develop SiC automotive products and AI system for process recipe. As for cost control, the Company will continue to improve processes and the use of raw materials, as well as enhancing equipment productivity. Greatek aims to address a broader range of customer needs by leveraging its superior product quality, comprehensive service offerings, and cost competitiveness, thereby driving revenue growth to new highs.

Corporate Governance Report

Chapter 1 Information about Directors, President, Vice President, Assistant Vice President, and Heads of Departments and Branches

I. Information on Directors (I)

As of March 31, 2025

Title (Note 1)	Nationality/Place of Registration	Name	Age & Gender (Note 2)	Date Elected/Assumed Office	Term (Years)	Date First Elected	Shareholding When Elected		Current Shareholding		Shares Held by Spouse & Minor Children		Shareholding by Nominees		Experience (Education) (Note 3)	Other Position Concurrently Held at Greatek and Other Companies	Executives, Directors, or Supervisors Who Are Spouses or Within the Second Degree of Kinship			Remarks (Note 4)
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Director	Taiwan (R.O.C.)	Powertech Technology Inc.	-	2024.05.27	3	2012.04.03	244,064,379	42.91%	244,064,379	42.91%	-	-	0	0%	-	Corporate Director of TeraPower Technology Inc. Corporate Director of Powertech Holding (B.V.I.) Inc. Corporate Director of Powertech Technology (Singapore) Pte. Ltd. Corporate Director of Powertech Semiconductor (Xian) Co., Ltd.	-	-	-	-
Representative of Corporate Director	Taiwan (R.O.C.)	Chairman Boris Hsieh	Male 61-70	2024.05.27	3	2012.04.03	0	0%	0	0%	0	0%	500,000	0.09%	Executive MBA, National Chiao Tung University. President of Kingston Technology Far East Co., Ltd. Vice President of Hon Hai Precision Industry Co., Ltd. Senior Vice President of Powertech Technology Inc. President of Chu Cheng Technology Ltd.	Chief Executive Officer of Powertech Technology Inc. Legal Representative Director of Powertech Technology Inc. Director of Tera Probe, Inc. Chairman of Get-Team Tech Corporation. Chairman of TeraPower Technology Inc.	No	No	No	No
Representative of Corporate Director	Taiwan (R.O.C.)	D.K. Tsai	Male 71-80	2024.05.27	3	2012.04.03	0	0%	0	0%	0	0%	0	0%	Department of Industrial Engineering, National Taipei University of Technology. General Manager of Kingston Technology Far East Corp. Chairman of Kingston Technology Far East Co., Ltd. Legal Representative Director of Powertech Technology (Suzhou) Ltd.	Chairman and CSO of Powertech Technology Inc. Director of Tera Probe, Inc. Legal Representative Director of Powertech Holding (B.V.I.) Inc. Legal Representative Director of PTI Technology (Singapore) Pte. Ltd. Director of Powertech Technology Akita Inc. Executive Director of Powertech Technology Japan Ltd. Legal Representative Director of Powertech Technology (Singapore) Pte. Ltd. Independent Director of Compal Electronics, Inc. Chairman of PTI Education Foundation.	No	No	No	No
Representative of Corporate Director	Taiwan (R.O.C.)	J.S. Leu	Male 61-70	2024.05.27	3	2012.04.03	0	0%	0	0%	0	0%	0	0%	Department of Mechanical Engineering, Feng Chia University. Deputy Director of Packaging Production Division, Powerchip Semiconductor Corporation. Senior Vice President of Powertech Technology Inc. Chairman of Powertech Technology (Suzhou) Ltd.	President of Powertech Technology Inc. Director of Powertech Technology Inc. Chairman of Powertech Semiconductor (Xian) Co., Ltd. Legal Representative Director of Powertech Technology (Singapore) Pte. Ltd. Legal Representative Director of PTI Technology (Singapore) Pte. Ltd. Legal Representative Director of Longforce (Suzhou) Ltd.	No	No	No	No
Representative of Corporate Director	Taiwan (R.O.C.)	Y.C. Chi	Male 61-70	2024.05.27	3	2024.05.27	60,000	0.01%	60,000	0.01%	0	0%	0	0%	EMBA from National Central University. Senior Vice President of Powertech Technology Inc.	President of Greatek Electronics Inc.	No	No	No	No
Representative of Corporate Director	Taiwan (R.O.C.)	Jim Lin	Male 51-60	2024.05.27	3	2024.05.27	0	0%	0	0%	0	0%	0	0%	Ph. D of Power Mechanical Engineering from National Tsing Hua University. Manager of TSMC Senior Director of Powertech Technology Inc.	Senior Vice President of Powertech Technology Inc. Director of PTI Education Foundation.	No	No	No	No
Director	Taiwan (R.O.C.)	Hung-Wei Venture Capital Co., Ltd.	-	2024.05.27	3	2007.06.11	5,823,602	1.02%	5,823,602	1.02%	-	-	0	0%	-	-	-	-	-	-
Representative of Corporate Director	Taiwan (R.O.C.)	Ingrid Fu	Female 51-60	2024.05.27	3	2024.05.27	0	0%	0	0%	0	0%	0	0%	Master Degree in Accounting, National Chengchi University. Assistant Manager of KPMG.	AVP of Realtek Semiconductor Corporation. Supervisor of Cortina Systems Taiwan Limited. Director of Ubilinx Technology Inc. Director of Realtek Semiconductor (Malaysia) SDN. BHD. Supervisor of Realtek Korea Inc.	No	No	No	No

Title (Note 1)	Nationality/Place of Registration	Name	Age & Gender (Note 2)	Date Elected/Assumed Office	Term (Years)	Date First Elected	Shareholding When Elected		Current Shareholding		Shares Held by Spouse & Minor Children		Shareholding by Nominees		Experience (Education) (Note 3)	Other Position Concurrently Held at Greatek and Other Companies	Executives, Directors, or Supervisors Who Are Spouses or Within the Second Degree of Kinship			Remarks (Note 4)
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	Taiwan (R.O.C.)	Kevin H. Hsieh	Male 71-80	2024.05.27	3	2024.05.27	0	0%	0	0%	0	0%	0	0%	Department of Economics ,National Chung Hsing University. Manager of Bank of Taiwan：East Taoyuan Branch , Offshore Banking Unit ,Tokyo Branch, New York Branch, Minchuan Branch, Finance Department. Supervisor of TFASC. Director of Hua Nan Financial Holdings Co., Ltd. Director of Hua Nan Commercial Bank ,Ltd. Vice President of Bank Taiwan Securities Co., Ltd. President and Director of Bank Taiwan Securities Co., Ltd.	None.	No	No	No	No
Independent Director	Taiwan (R.O.C.)	Chi-Yung Wu	Male 71-80	2024.05.27	3	2018.05.29	0	0%	0	0%	0	0%	0	0%	Department of Electrical Engineering, Feng Chia University. Chairman of Holtek Semiconductor Inc.	Chairman of Holtek Semiconductor Inc. Chairman of Holtek Semiconductor (Xiamen) Inc. Chairman of Holtek Semiconductor (China) Inc. Chairman of BestComm RF Electronics Inc. Chairman of Best Solution Technology Inc. Chairman of Best Modules Corp. Chairman of Holtek Investment Co., Ltd. Legal Representative Director of Holtek Semiconductor (Suzhou) Inc. Legal Representative Director of Holtek Semiconductor Holding(BVI) Ltd. Legal Representative Director of Kingtek Semiconductor Holding (BVI) Ltd. Legal Representative Director of Bestcomm RF Electronics Inc.	No	No	No	No
Independent Director	Taiwan (R.O.C.)	Jiin-Chuan Wu	Male 61-70	2024.05.27	3	2024.05.27	0	0%	0	0%	0	0%	0	0%	Department of Electrical Engineering, National Taiwan University. PhD. in Electrical Engineering, Carnegie Mellon University, USA. NASA JPL Laboratory. Professor, Department of Electronic Engineering, National Yang Ming Chiao Tung University. President of Global Mixed-Mode Technology Inc.	Chairman of Global Mixed-Mode Technology Inc. Chairman of Advanced Analog Technology Inc. Legal Representative Director of Shanghai Victor Microelectronics Co., Ltd., Legal Representative Director of Aimtron Technology (BVI) Corp. Director of Sinotron Technology Corp. , Chairman of Chengwei Investment (Shares) Co., Ltd., Chairman of Zhi Qiang Investment Co., Ltd. Legal Representative Director of Yu Ji Venture Capital Corporation	No	No	No	No

Note 1: The corporate shareholder shall be identified by name and representative (in the case of representative of a corporate shareholder, please specify the corporate shareholder's name) and also complete the following Table 1.

Note 2: Please specify actual age, and the age may also be expressed as a range, for instance, Ages 41 to 50, or Ages 51 to 60.

Note 3: For experiences related to holding the current position, if one has worked in the auditing accounting firm or its affiliated companies, he/she shall state the job title and duties.

Note 4: Where the Chairman of the Board of Directors and the President or person of an equivalent post(the highest-ranking manager) of the Company are the same person, spouses, or relatives within the first degree of kinship, a description shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto(for example, increase the number of Independent Directors, and having more than one-half of all Directors who do not concurrently serve as employees or managers).

Table 1: Substantial Shareholders of Corporate Directors As of March 31, 2026

Name of Institutional Shareholders	Major Shareholders
Powertech Technology Inc.	Capital Tip Taiwan Select High Dividend ETF 5.55%; Yuanta Taiwan Dividend Plus ETF 4.78%; Dedicated investment account of Kingston Technology Corporation 3.94%; Fuh Hwa Taiwan Technology Dividend Highlight ETF in the custody of Taipei Fubon Bank 3.40%; Cathay Life Insurance Company, Ltd. 3.25%; Labor Pension Fund (The New Fund) 2.84%; Greatek Electronics Inc. 2.68%; J.P. Morgan Securities PLC Investment Account under Custody of JPMorgan Chase Bank, N.A., Taipei Branch 1.88%; KTC-SUN Corporation 1.81%; Investment Account of Rabobank London Branch under Custody of HSBC Bank 1.44%
Hung-Wei Venture Capital Co., Ltd.	Realtek Semiconductor Corporation 100.00%

Note 1: For Director or Supervisor who acts as a corporate shareholder's representative, please specify the name of the corporate Shareholder.
Note 2: Please specify names of the substantial shareholders of the given corporate shareholder (top ten shareholders) and the ratio of their respective shareholding. Where the substantial shareholder is a corporation, please complete the following Table II.
Note 3: If the corporate shareholder is not organized as a Company, the "Names of Shareholders" and the "Ratio of Shareholding" in the preceding paragraph shall be revised to "Names of Funders or Donors" and the "Ratio of Fund or Donation".

Table 2: Substantial Shareholders of the Substantial Shareholders in Table I that are Corporations

As of March 31, 2026

Name of Institutional Shareholders	Major Shareholders
Dedicated investment account of Kingston Technology Corporation	John Tu 50%; David Sun 50%
Cathay Life Insurance Company Ltd.	Cathay Financial Holdings Co., Ltd. 100%
Greatek Electronics Inc.	Please refer to the list of major shareholders in the annual report.
KTC-SUN Corporation	David Sun 100%
Realtek Semiconductor Corporation	Dedicated investment account of Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF in the custody of Taishin International Bank Co. Ltd. 5.60%; Dedicated investment account of Yuanta Taiwan Dividend Plus ETF in the custody of Cathay United Bank Company Limited 5.54%; Cotek Pharmaceutical Industry Co., Ltd. 4.32%; Nan Shan Life Insurance Company, Ltd. 2.94%; Fubon Life Insurance Co., Ltd. 2.02%; TBB Trust Company for UOB Taiwan High Dividend Recovery ETF 1.61%; Labor Pension Fund（The New Fund）1.41%; Polaris Taiwan Top 50 Tracker Fund 1.29%; Chiang, Ting-Chi 1.28%; Ni, Shu-Ching 1.23%

Information on Directors (II)

I. Disclosure of the Professional Qualifications of the Directors and Independence of the Independent Directors:

Qualification / Name	Professional qualifications and experiences (Note 1)	Independence criteria (Note 2)	Number of other public companies where the individual concurrently serves as an Independent Director
Chairman Representative of Powertech Technology Inc. Boris Hsieh	1. Director's professional qualifications and experiences: President of Kingston Technology Far East Corp. (Semiconductor) Vice President of Hon Hai Precision Industry Co., Ltd. (Other electronics) Senior Vice President of Powertech Technology Inc. (Semiconductor) President of Jucheng Electronics Co., Ltd. (Semiconductor) Representative of Corporate Director Powertech Technology Inc. (Semiconductor) Chief Executive Officer of Powertech Technology Inc. (Semiconductor) Chairman of Get-Team Tech Corporation (Semiconductor) Director of Tera Probe, Inc. (Semiconductor) Chairman of TeraPower Technology Inc. (Semiconductor) 2. When the Director was nominated, a statement was issued stating that no condition defined in Article 30 of the Company Act has occurred.	The Director does not have marital or kinship relationship with any other Director of the Company.	-
Director Representative of Powertech Technology Inc. D.K. Tsai	1. Director's professional qualifications and experiences: General Manager of Kingston Technology Far East Corp. (Semiconductor) Chairman of Kingston Technology Far East Corp. (Semiconductor) Chairman & CSO of Powertech Technology Inc. (Semiconductor) Legal Representative Director of Powertech Holding(B.V.I.) Inc. (Investment) Legal Representative Director of Powertech Technology (Singapore) Pte. Ltd. (Semiconductor) Legal Representative Director of PTI Technology (Singapore) Pte. Ltd. (Semiconductor) Director of Powertech Technology Akita Inc. (Semiconductor) Executive Director of Powertech Technology Japan Ltd. (Semiconductor) Director of Tera Probe, Inc. (Semiconductor) Chairman of Greatek Electronics Inc. (Semiconductor) Independent Director of Compal Electronics, Inc. (Computer and peripheral equipment industry) Independent Director of Chicony Power Technology Co., Ltd. (Electronic components and parts) 2. When the Director was nominated, a statement was issued stating that no condition defined in Article 30 of the Company Act has occurred.	The Director does not have marital or kinship relationship with any other Director of the Company.	1

Qualification / Name	Professional qualifications and experiences (Note 1)	Independence criteria (Note 2)	Number of other public companies where the individual concurrently serves as an Independent Director
Director Representative of Powertech Technology Inc. J.S. Leu	1. Director's professional qualifications and experiences: Powerchip Semiconductor Corporation (Semiconductor) Senior Vice President at Powertech Technology Inc. (Semiconductor) President of Powertech Technology Inc. (Semiconductor) Director of Powertech Technology Inc. (Semiconductor) Chairman of Powertech Semiconductor (Xian) Co., Ltd. (Semiconductor) Director of Powertech Technology (Singapore) Pte. Ltd. (Semiconductor) Director of PTI Technology (Singapore) Pte. Ltd. (Semiconductor) Legal Representative Director of Longforce (Suzhou) Ltd. (Semiconductor) 2. When the Director was nominated, a statement was issued stating that no condition defined in Article 30 of the Company Act has occurred.	The Director does not have marital or kinship relationship with any other Director of the Company.	-
Director Representative of Powertech Technology Inc. Y.C. Chi	1. Director's professional qualifications and experiences: Senior Vice President of Powertech Technology Inc. (Semiconductor) Supervisor of Get-Team Tech Corporation (Semiconductor) 2. When the Director was nominated, a statement was issued stating that no condition defined in Article 30 of the Company Act has occurred.	The Director does not have marital or kinship relationship with any other Director of the Company.	-
Director Representative of Powertech Technology Inc. Jim Lin	1. Director's professional qualifications and experiences: Manager of TSMC (Semiconductor) Vice President of Powertech Technology Inc. (Semiconductor) 2. When the Director was nominated, a statement was issued stating that no condition defined in Article 30 of the Company Act has occurred.	The Director does not have marital or kinship relationship with any other Director of the Company.	-
Director Representative of Hung-Wei Venture Capital Co., Ltd. Ingrid Fu	1. Director's professional qualifications and experiences: Assistant Manager of KPMG (Legal and Accounting Activities) AVP of Realtek Semiconductor Corporation (Semiconductor) Supervisor of Cortina Systems Taiwan Limited (Semiconductor) Director of Ubilinx Technology Inc. (Semiconductor) Director of Realtek Semiconductor (Malaysia) SDN. BHD. (Semiconductor) Supervisor of Realtek Korea Inc. (Semiconductor) 2. When the Director was nominated, a statement was issued stating that no condition defined in Article 30 of the Company Act has occurred.	The Director does not have marital or kinship relationship with any other Director of the Company.	-
Independent Director Kevin H. Hsieh	1. Independent Director has more than five years of work experience in the area of commerce, law, finance, or accounting, or otherwise necessary for the business of the Company: Manager of Bank of Taiwan：East Taoyuan Branch , Offshore Banking	1. Independent Director, his spouse, or relative within the second degree of kinship, is not a Director, Supervisor, or employee of the Company or any of its affiliates.	2

Qualification / Name	Professional qualifications and experiences (Note 1)	Independence criteria (Note 2)	Number of other public companies where the individual concurrently serves as an Independent Director
	Unit ,Tokyo Branch, New York Branch, Minchuan Branch, Finance Department (2007/7~108/3 Financial and Insurance) Supervisor of TFASC (105/8~2019/3 Financial and Insurance) Director of Hua Nan Financial Holdings Co., Ltd. (2017/10~2018/1 Financial and Insurance) Director of Hua Nan Commercial Bank ,Ltd (2017/10~2018/1 Financial and Insurance) Vice President of Bank Taiwan Securities Co., Ltd. (2019/4~2020/1 Financial and Insurance) President and Director of Bank Taiwan Securities Co., Ltd. (2020/1~ 2024/3 Financial and Insurance) 2. When the Director was nominated, a statement was issued stating that no condition defined in Article 30 of the Company Act has occurred.	2. The number of shares held and shareholding ratio held by Independent Director, his spouse, or relative within the second degree of kinship, or held by a nominee, is zero. 3. Independent Director does not serve as a Director, Supervisor, or employee at a Company with specific relations with the Company (refer to regulations in Items 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies). 4. Independent Director has not provided auditing services to the Company or any affiliate of the Company, or provided commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the past 2 years.	
Independent Director Chi-Yung Wu	1. Independent Director Wu has more than five years of work experience in the area of commerce, law, finance, or accounting, or otherwise necessary for the business of the Company: Chairman of Holtek Semiconductor Inc. (~1998/10 Semiconductor) Chairman of Holtek Semiconductor Inc. (1998/10 to present Semiconductor) Chairman of Holtek Semiconductor(Xiamen) Inc. (2008/2 to present Electronics) Chairman of Holtek Semiconductor(China) Inc. (2012/7 to present Semiconductor) Chairman of BestComm RF Electronics Inc. (2014/1 to 2025/11 Electronics) Chairman of Best Solution Technology Inc. (2014/8 to 2022/8 Semiconductor) Chairman of Best Modules Corp. (2016/5 to present Electronics) Chairman of Holtek Investment Co., Ltd. (2003/3 to present Investment) Director of Holtek Semiconductor(Suzhou) Inc. (2018/10 to 2025/Q2 Electronics) Director of Holtek Semiconductor Holding(BVI) Ltd. (1999/10 to present Investment)	1. Independent Director, his spouse, or relative within the second degree of kinship, is not a Director, Supervisor, or employee of the Company or any of its affiliates. 2. The number of shares held and shareholding ratio held by Independent Director, his spouse, or relative within the second degree of kinship, or held by a nominee, is zero. 3. Independent Director does not serve as a Director, Supervisor, or employee at a Company with specific relations with the Company (refer to regulations in Items 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies). 4. Independent Director has not provided auditing services to the Company or any affiliate of the Company, or provided commercial, legal,	-

Qualification / Name	Professional qualifications and experiences (Note 1)	Independence criteria (Note 2)	Number of other public companies where the individual concurrently serves as an Independent Director
	Director of Kingtek Semiconductor Holding(BVI) Ltd. (2002/1 to present Investment) Director of Bestcomm RF Electronics Inc. (2014/3 to 2024/Q4 Investment) 2. When the Director was nominated, a statement was issued stating that no condition defined in Article 30 of the Company Act has occurred.	financial, accounting or related services to the Company or any affiliate of the Company in the past 2 years.	
Independent Director Jiin-Chuan Wu	1. Independent Director Chuang has more than five years of work experience in the area of commerce, law, finance, or accounting, or otherwise necessary for the business of the Company: NASA JPL Laboratory (1988/8~1992/7) Professor, Department of Electronic Engineering, National Chiao Tung University (1992/8~2006/7 College and university education) President of Global Mixed-Mode Technology Inc. (2006/8~2023/6 Semiconductor) Chairman of Global Mixed-Mode Technology Inc. (2023/6 to present Semiconductor) Chairman of Advanced Analog Technology Inc. (2023/6 to present Semiconductor) Legal Representative Director of Shanghai Victor Microelectronics Co., Ltd., (2009/12 to present Investment) Legal Representative Director of Aimtron Technology (BVI) Corp. (2009/8 to present Other Electronic Parts and Components Manufacturing) Director of Sinotron Technology Corp., (2018/3 to present Semiconductor) Chairman of Chengwei Investment (Shares) Co., Ltd., (2009/5 to present Investment) Chairman of Zhi Qiang Investment Co., Ltd. (2023/6 to present Investment) Legal Representative Director of Yu Ji Venture Capital Corporation (2025/6 to present Investment) 2. When the Director was nominated, a statement was issued stating that no condition defined in Article 30 of the Company Act has occurred.	1. Independent Director, his spouse, or relative within the second degree of kinship, is not a Director, Supervisor, or employee of the Company or any of its affiliates. 2. The number of shares held and shareholding ratio held by Independent Director, his spouse, or relative within the second degree of kinship, or held by a nominee, is zero. 3. Independent Director does not serve as a Director, Supervisor, or employee at a Company with specific relations with the Company (refer to regulations in Items 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies). 4. Independent Director has not provided auditing services to the Company or any affiliate of the Company, or provided commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the past 2 years.	-

Note 1: Professional qualifications and experiences: Separately specify the professional qualifications and experiences of Directors and Supervisors, in case the person is a member of the Audit Committee and possesses accounting or financial expertise, the person's accounting or financial background as well as work experiences shall be described, and whether the conditions listed in Article 30 of the Company Act have occurred.

Note 2: For Independent Directors, the compliance to independence criteria shall be specified, this includes but is not limited to: whether the Independent Director, spouse, or relative within the second degree of kinship, has served as a Director, Supervisor, or employee of the Company; the number of shares held and shareholding ratio held by the Independent Director, spouse, or relative within the second degree of kinship, or held by a nominee; whether the Independent Director has served as a Director, Supervisor, or employee at

a Company with specific relations with the Company (refer to regulations in Items 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and compensations received by the Independent Director for providing auditing services or commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the past 2 years.

II. Diversity policy and status of independence of the Board of Directors:

(I) Diversification in the Composition of the Board:

1. Diversification of the Board of Directors:

(1) When nominating and selecting the Directors, besides not exceeding the one-third limit on the number of Directors who concurrently serve as the Company's managers, to achieve the ideal goal of corporate governance, the overall composition of the Board shall be equipped with the following skills: Operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making skills.

(2) The selection standard of the Directors is based on the principle of meritocracy while also factoring in diverse background and factors such as age, gender, nationality, culture and more. Due to the Company's operating and developmental needs, the Directors shall be equipped with professional corporate management knowledge, skills, and industry experiences as well as an international market perspective and more.

2. Diversification objective in the composition of the Board:

(1) There shall be no more than one-third of all Directors who concurrently serve as the Company's managers, and the skill sets required for the overall composition of the Board shall also be met.

(2) The members of the Board of Directors have diverse and complementary backgrounds, with a wide range of industry experience.

(3) The board of directors has gender diversity, including at least one director of a different gender.

(4) Each of the seven listed professional competencies must be possessed by at least 2/3 of the Directors.

3. Implementation status of the diversity policy of the Board of Directors:

(1) Implementation of diversification in the Board:

	Gender	Concurrent employee	Age			Number of terms	Operational judgment	Accounting and financial analysis ability	Business management	Crisis management	Industry knowledge	International market perspective	Leadership and decision-making
			51~60	61~70	71~80								
Boris Hsieh	Male			V			V	V	V	V	V	V	V
D.K. Tsai	Male				V		V	V	V	V	V	V	V
J.S. Leu	Male			V			V	V	V	V	V	V	V
Y.C. Chi	Male	V		V			V	V	V	V	V	V	V
Jim Lin	Male		V				V		V	V	V	V	

	Gender	Concurrent employee	Age			Number of terms	Operational judgment	Accounting and financial analysis ability	Business management	Crisis management	Industry knowledge	International market perspective	Leadership and decision-making
			51~60	61~70	71~80								
Ingrid Fu	female		V				V	V	V	V	V	V	
Kevin H. Hsieh	Male				V	1	V	V	V	V	V	V	V
Chi-Yung Wu	Male				V	3	V	V	V	V	V	V	V
Jiin-Chuan Wu	Male			V		1	V	V	V	V	V	V	V

(2) Greatek's Board of Directors is comprised of 9 Taiwanese Directors, including 3 seats of Independent Directors, There are 8 male directors and 1 female director. Among them, there is one director who also serves as Greatek's managers. Directors in the current Board of Directors come from diversified backgrounds and are equipped with professional management skills and semiconductor upstream, midstream and downstream or relevant industry experiences. The Directors include managers from relevant industries, including electronics, Financial and Insurance, Legal and Accounting Activities & semiconductor. Besides the various skills and professional skills required of the Directors, the operation of various functional committees also ensure that the Directors' experiences may contribute toward the supervision and decision-making regarding corporate governance, environmental sustainability, corporate social responsibility, legal compliance, and human rights protection.

(3) The 11th board of directors achieved the goal of the board diversity policy.

(4) Explanation and Planning Measures for Increasing Gender Diversity on the Board of Directors: The Board of Directors comprises members of diverse genders, which can provide various perspectives to the Company and enhance the effectiveness of corporate governance. However, due to the characteristics of the industry, it is currently challenging to recruit talent in the short term. Consequently, the objective of having at least one-third of the board seats occupied by directors of any one gender has not yet been achieved. In order to promote the effective development of the Board of Directors' composition in the future, it is proposed to utilize a talent database to emphasize workplace gender equality. This initiative aims to enhance the participation and representation of various genders at the Company's decision-making levels, thereby achieving the goal of gender diversity among board members and ensuring compliance with the regulations established by the competent authority.

(II) Independence of the Board of Directors:

1.Greatek has 3 Independent Directors, consisting of one-third of all Directors.

2.All independent directors comply with the independence requirements of Articles 2, 3 and 4 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies " and Article 14-2 of the "Securities and Exchange Act".

3.The Directors do not have a marital relationship with, or a relative within the second degree of kinship with, any other Director of the Company.

II. Information about President, Vice President, Assistant Vice President, and Head of Department and Branch

As of March 31, 2026

Title (Note 1)	Nationality	Name	Gender	Date assuming office	Shareholding		Shares held by spouse and minor children		Shareholding by Nominees		Experience (Education) (Note 2)	Other position concurrently held at Greatek or other companies	Managers who are spouses or within the second degree of kinship			Remarks (Note 3)
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Position	Name	Relation	
President	Taiwan (R.O.C.)	Y.C. Chi	Male	2024.06.01	60,000	0.01%	0	0%	0	0%	EMBA, National Central University Department Manager of PowerChip Technology Corp. Sr. VP of Powertech Technology Inc.	Supervisor of Get-Team Tech Corporation	No	No	No	No
Manufacturing Division Vice President	Taiwan (R.O.C.)	Avis Lee	Male	2005.06.01	257,314	0.05%	56,600	0.01%	0	0%	Incomplete Master degree from Chung Hua University Manager of Xi-Feng Silicon Co., Ltd.	No	No	No	No	No
Testing Division Vice President	Taiwan (R.O.C.)	Jones Chen	Male	2018.11.01	55,000	0.01%	40,102	0.01%	926,038	0.16%	Department of Electronics, Feng Chia University Head of Testing Division, Greatek Electronics Inc.	No	No	No	No	No
WLP Division Vice President	Taiwan (R.O.C.)	Leon Wu	Male	2023.11.01	0	0%	0	0%	0	0%	Department of Electrical Engineering, Chienkuo Technology University Process Department manager,Amkor Advanced Technology Taiwan, Inc Head of WLP Division, Greatek Electronics Inc.	No	No	No	No	No
Manufacturing Engineering and R&D Division Vice President	Taiwan (R.O.C.)	Yu-Yuan Chen	Male	2023.11.01	11,000	0%	0	0%	0	0%	National Taipei University of Technology, Department of Mechanical Engineering, Factory Chief. Advanced Semiconductor Engineering, Inc Head of R&D Division, Greatek Electronics Inc.	No	No	No	No	No

Title (Note 1)	Nationality	Name	Gender	Date assuming office	Shareholding		Shares held by spouse and minor children		Shareholding by Nominees		Experience (Education) (Note 2)	Other position concurrently held at Greatek or other companies	Managers who are spouses or within the second degree of kinship			Remarks (Note 3)
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Position	Name	Relation	
Domestic Division Vice President	Taiwan (R.O.C.)	Jackey Chueh	Male	2023.11.01	0	0%	0	0%	0	0%	Department of Industrial Engineering, Minghsin University of Science and Technology Head of Domestic Division, Greatek Electronics Inc.	No	No	No	No	No
International Division Vice President	Taiwan (R.O.C.)	Aaron Chiu	Male	2023.11.01	55,000	0.01%	0	0%	0	0%	Department of Computer Science and Information Engineering, Queensland University of Technology (QUT) Head of International Division, Greatek Electronics Inc.	No	No	No	No	No

Note 1: It shall include information of President, Vice President, Assistant Vice President, Supervisors of various Departments and Branches, and any position equivalent to President, Vice President, Assistant Vice President, regardless of job title, shall also be disclosed. Greatek does not have any Assistant Vice President.

Note 2: For experiences related to holding the current position, if one has worked in the auditing accounting firm or its affiliated companies, he/she shall state the job title and duties.

Note 3: Where the Chairman of the Board of Directors and the President or person of an equivalent post (the highest-ranking manager) of the Company are the same person, spouses, or relatives within the first degree of kinship, a description shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (for example, increase the number of Independent Directors, and having more than one-half of all Directors who do not concurrently serve as employees or managers).

Note 4: Effective January 1, 2026, Mr. Yu-Yuan Chen has been reassigned to Vice President of the Manufacturing Engineering and the R&D Division.

Chapter 2 Remuneration Paid to Directors, President, and Vice President in the Most Recent Year

I. Remuneration to Directors and Independent Directors

Unit: NT$ thousands

Title	Name	Directors' remuneration								The sum of A, B, C and D in proportion to Net Income after tax		Remuneration from concurrent position as employees								Ratio of total remuneration (A, B, C, D, E, F, and G) to Net Income after tax		Remuneration Received from Invested Companies other than the Company's Subsidiary, or from Parent Company (Note 7)
		Base Compensation (A) (Note 1)		Pensions (B)		Compensation to Directors (C) (Note 2)		Fees related to professional practice (D) (Note 3)				Salaries, bonus and special allowance (E) (Note 4)		Pensions (F) (Note 5)		Employee Compensation (G) (Note 6)						
		Greatek	All companies included in the financial statements	Greatek	All companies included in the financial statements	Greatek	All companies included in the financial statements	Greatek	All companies included in the financial statements	Greatek	All companies included in the financial statements	Greatek	All companies included in the financial statements	Greatek	All companies included in the financial statements	Greatek		All companies included in the financial statements		Greatek	All companies included in the financial statements	
																Cash	Share	Cash	Share			
Chairman	Powertech Technology Inc. Representative Boris Hsieh	0	0	0	0	56,678	56,678	720	720	57,398 2.34%	57,398 2.34%	3,825	3,825	108	108	3,500	0	3,500	0	64,831 2.65%	64,831 2.65%	93,187
Director	Powertech Technology Inc. Representative D.K. Tsai																					
Director	Powertech Technology Inc. Representative J.S. Leu																					
Director	Powertech Technology Inc. Representative Y.C. Chi																					
Director	Powertech Technology Inc. Representative Jim Lin																					
Director	Hung-Wei Venture Capital Co., Ltd. Representative Ingrid Fu	0	0	0	0	9,446	9,446	144	144	9,590 0.39%	9,590 0.39%	0	0	0	0	0	0	0	0	9,590 0.39%	9,590 0.39%	0
Independent Director	Kevin H. Hsieh (Note 9)	4,320	4,320	0	0	0	0	432	432	4,752 0.19%	4,752 0.19%	0	0	0	0	0	0	0	0	4,752 0.19%	4,752 0.19%	0
Independent Director	Chi-Yung Wu																					
Independent Director	Jiin-Chuan Wu (Note 9)																					

1. Please state the policy, system, standard and structure of Independent Directors' remuneration payment, and describe the relevance between the amount of remuneration and the factors including responsibilities, risks, time commitment by the individual, etc.:
   (1). The policy and system of Independent Directors' remuneration payment is in line with Article 20 of the Articles of Incorporation, "compensations are paid on a monthly basis, and Independent Directors do not participate in the remuneration payments to Directors as stated in Article 24".
   (2). Standard and structure for remuneration payments to Independent Director is formulated by the Remuneration Committee in consideration of industry characteristics and the nature of Greatek's business. It also takes factors including responsibilities, risks, and time commitment into consideration. The remunerations are individually reviewed and submitted to the Board of Directors for approval.

2. In addition to the information disclosed above, has any of the Company's Directors received compensations for providing services (e.g. serving as a non-employee consultant) to any of the companies listed in this financial report in the most recent year: None.

Note 1: refers to the remunerations paid to Directors in the most recent year (including Director's salary, duty allowance, severance pay, bonus and reward, etc.).
Note 2: the amount disclosed is the remuneration payment appropriated for Directors as approved by the Board of Directors on March 6, 2026.
Note 3: Refers to the Directors' professional practicing fees in the most recent year, which are all transportation allowance.
Note 4: Refers to the salary, duty allowance, severance pay, bonus, reward and various allowances, by the Directors who acted as concurrent employees.
Note 5: Reserves and pension are recognized and appropriated in line with the Labor Standards Act and Labor Insurance Act.
Note 6: Employee bonus for Directors in 2024 shall be distributed this year according to the remuneration amounts approved by the Board of Directors on March 6, 2026, which is based on actual distribution percentage in the previous year.
Note 7: a. Please specify whether the Company's Directors have received remuneration from invested companies other than the Company's subsidiary, or from parent Company.
b. The remuneration shall refer to the remuneration, compensation (including employee Salaries, bonus and Compensation to Directors) and professional practicing fees received by the Company's Directors who acted as the Directors, Supervisors or Managerial Officers of invested companies other than its subsidiaries.

Range of remuneration

Range of remuneration paid to Directors	Names of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	Greatek	All companies included in the financial statement	Greatek	Parent company and all invested businesses
Less than NT$1,000,000	-	-	-	-
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)	Kevin H. Hsieh Chi-Yung Wu Jiin-Chuan Wu	Kevin H. Hsieh Chi-Yung Wu Jiin-Chuan Wu	Kevin H. Hsieh Chi-Yung Wu Jiin-Chuan Wu	Kevin H. Hsieh Chi-Yung Wu Jiin-Chuan Wu
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)	-	-	-	-
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)	-	-	-	-
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)	Hung-Wei Venture Capital Co., Ltd. Representative Ingrid Fu	Hung-Wei Venture Capital Co., Ltd. Representative Ingrid Fu	Hung-Wei Venture Capital Co., Ltd. Representative Ingrid Fu	Hung-Wei Venture Capital Co., Ltd. Representative Ingrid Fu
NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)	-	-	-	-
NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)	-	-	-	-
NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)	-	-	-	-
NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)	Powertech Technology Inc. (Note) (Representative : Boris Hsieh, D.K. Tsai, J.S. Leu, Y.C. Chi, Jim Lin)	Powertech Technology Inc. (Note) (Representative : Boris Hsieh, D.K. Tsai, J.S. Leu, Y.C. Chi, Jim Lin)	Powertech Technology Inc. (Note) (Representative : Boris Hsieh, D.K. Tsai, J.S. Leu, Y.C. Chi, Jim Lin)	-
NT$100,000,000 or more	-	-	-	Powertech Technology Inc. (Note) (Representative : Boris Hsieh, D.K. Tsai, J.S. Leu, Y.C. Chi, Jim Lin)
Total	**9**	**9**	**9**	**9**

Note: The total amount of director remuneration for the 5 legal representative directors appointed by Powertech Technology Inc.

II. Remunerations to President and Vice Presidents

Unit: NT$ thousands

Title	Name	Salary (A) (Note 1)		Severance pay and pension (B) (Note 2)		Bonus and special allowance (C) (Note 3)		Employee compensation (D) (Note 4)				Ratio of Total Compensation (A+B+C+D) to Net Income after tax (%)		Remuneration Received from Invested Companies other than the Company's Subsidiary, or from Parent Company (Note 7)
		Greatek	All companies included in the financial statement	Greatek	All companies included in the financial statement	Greatek	All companies included in the financial statement	Greatek		All companies included in the financial statement		Greatek	All companies included in the financial statement	
								Cash	Share	Cash	Share			
President	Y.C. Chi	14,468	14,468	684	684	4,319	4,319	11,099	-	11,099	-	30,570 1.25%	30,570 1.25%	0
Manufacturing Division Vice President	Avis Lee													
Testing Division Vice President	Jones Chen													
Administration Division Vice President	Sheng Chen (Note 5)													
WLP Division Vice President	Leon Wu													
Manufacturing Engineering and R&D Division Vice President	Yu-Yuan Chen													
Domestic Division Vice President	Jackey Chueh													
International Division Vice President	Aaron Chiu													

Note 1: Salary, job allowance, and severance pay paid to the President and Vice Presidents in the most recent fiscal year.
Note 2: Reserves and pension are recognized and appropriated in line with the Labor Standards Act and Labor Insurance Act.
Note 3: The bonus, reward and various allowances received by the President and Vice Presidents in the most recent year.
Note 4: Employee bonus shall be distributed this year according to the remuneration amounts approved by the Board of Directors on February 14, 2025, which is based on actual distribution percentage in the previous year.
Note 5: Ms. Sheng Chen, Vice President of the Administration Division, retired on March 20, 2025.
Note 6: Effective January 1, 2026, Mr. Yu-Yuan Chen has been reassigned to Vice President of the Manufacturing Engineering and the R&D Division.
Note 7: a. Please specify whether the Company's President and Vice Presidents have received remuneration from invested companies other than the Company's subsidiary, or from parent Company.
b. The remuneration shall refer to the remuneration, compensation (including employee bonus and professional practicing fees) received by the Company's President and Vice Presidents who acted as the Directors, Supervisors or Managerial Officers of invested companies other than its subsidiaries.

Range of remuneration

Range of remuneration paid to the President and Vice Presidents	Name of President and Vice Presidents	
	Greatek	from Parent Company
Less than NT$1,000,000	Sheng Chen	Sheng Chen
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)	-	-
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)	-	-
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)	Avis Lee, Jones Chen, Leon Wu, Yu-Yuan Chen, Jackey Chueh, Aaron Chiu	Avis Lee, Jones Chen, Leon Wu, Yu-Yuan Chen, Jackey Chueh, Aaron Chiu
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)	Y.C. Chi	Y.C. Chi
NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)	-	-
NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)	-	-
NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)	-	-
NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)	-	-
NT$100,000,000 or more	-	-
Total	8	8

Managerial officers appropriated with employee compensations and the status of such allocation

As of March 31, 2026 Unit: NT$ thousands; %

	Title	Name	Share	Cash (Note 2)	Total	Proportion to Net Income After Tax
Manager	President	Y.C. Chi	0	11,395	11,395	0.46%
	Manufacturing Division Vice President	Avis Lee				
	Testing Division Vice President	Jones Chen				
	WLP Division Vice President	Leon Wu				
	Manufacturing Engineering and R&D Division Vice President	Yu-Yuan Chen				
	Domestic Division Vice President	Jackey Chueh				
	International Division Vice President	Aaron Chiu				
	CFO and Chief Corporate Governance Officer	Kari Lin				

Note 1: The scope of managerial officers shall be defined in the following manner, as per the Financial Supervisory Commission's letter No.1120384295 dated October 14, 2023:

(1) President and equivalents;

(2) Vice president and equivalents;

(3) Assistant vice president and equivalents;

(4) Chief of Finance Dept.;

(5) Chief of Accounting Dept.;

(6) Any other persons in charge of the Company's affairs and entitled to sign instruments on behalf of the Company.

Note 2: The employee bonus (including shares and cash) to be distributed to the Managerial Officers as approved by the Board of Directors is impossible to forecast; therefore, the amount to be distributed this year shall be based on the actual distribution amount of last year.

III. Compare and Analyze the Total Remuneration As a Percentage of Net Income Stated in the Parent Company Only Financial Reports or Individual Financial Reports, Paid by the Company and by All Consolidated Entities (Including the Company) for the Most Recent 2 Fiscal Years to Each of the Company's Directors, Supervisors, President, and Vice Presidents, and Describe the Policies, Standards, and Packages For Payment of Remuneration, As Well As The Procedures for Determining Remuneration, And Its Linkage to Business Performance and Future Risk Exposure:

(I) Analysis of total compensation paid to Directors, President, and Vice Presidents as a percent of net income after tax of Individual Financial Statements for the most recent 2 years

Unit: NT$ thousands

	2024		2025	
	Greatek	All companies included in the financial statement	Greatek	All companies included in the financial statement
Net income after tax	2,496,268	2,496,268	2,449,022	2,449,022
Directors' remuneration	88,908	88,908	71,740	71,740
Directors' remuneration as a percentage of net income after tax	3.56%	3.56%	2.93%	2.93%
Remuneration of President and Vice Presidents	26,139	26,139	30,570	30,570

	2024		2025	
	Greatek	All companies included in the financial statement	Greatek	All companies included in the financial statement
Remuneration of President and Vice Presidents as a percentage of net income after tax	1.05%	1.05%	1.25%	1.25%

(II) The policies, standards, combinations, procedure of decision-making of remunerations, and their relation to business performance and future risk

1. The policies, standards, and combinations of the remunerations:

(1) Remunerations paid to Directors include base compensation, bonus and transportation allowance. In line with Article 20 of the Articles of Incorporation, when performing duties for the Company, the Directors may be paid with remunerations whether the Company makes a profit. The determining of the remunerations is delegated to the Board of Directors by considering the Directors' levels of participation and contribution in Company operations and by referencing both domestic and international industrial standards. All Directors are entitled to the same appropriation of transportation allowance. The Independent Directors' are paid with fixed remunerations on a monthly basis, and Independent Directors do not participate in the remuneration payments to Directors as stated in Article 24. In case the Company makes a profit in a fiscal year, pursuant to provisions in Article 24 of the Articles of Incorporation, the Company shall set aside no more than 3 percent of its profit as Directors' remunerations from its pre-tax net profit before deducting the employees' compensations and Directors' remunerations.
Industry standard: This term refers to the average director remuneration of listed and OTC companies in the same industry, such as Powertech Technology Inc., King Yuan Electronics Co., Ltd., ChipMOS Technologies Inc., Siliconware Precision Industries Co., Ltd., Chipbond Technology Corporation, etc., as well as other various factors.

(2) The compensations for managers include salaries, bonuses, and employee compensations, and the Compensations Management Method, Employee Compensation Distribution Method, and Year-end Bonus and Incentives Distribution Method, have been formulated in reference to market and industry standards and Greatek's overall operating performance. In particular：

①The Company establishes an incentive bonus distribution method for achieving revenue target for each year,

②That based on the Company’s profitability and in accordance with Article 24 of the Company’s Articles of Incorporation, 9% to 15% of the current year’s profit before tax, prior to the deduction of employee compensation and directors’ remuneration, shall be allocated as employee compensation, and the Company shall establish the relevant rules governing the distribution of such employee compensation.

③The year-end bonus is granted based on the Year-end Bonus and Incentives Distribution Guidelines, taking into account the Company's annual performance, financial condition, operational results, and the risks and responsibilities of the managers.

(3) The combination of salary and compensation paid by the Company is determined in accordance with the regulations of the Remuneration Committee. This includes cash, stock options, dividends paid in stock, retirement benefits or severance payments, allowances, and other measures with substantial incentives. Its scope is consistent with the remunerations set forth for directors and executives in Regulations Governing Information to be published in Annual Reports of Public Companies.

2. Procedures for Determining Compensations

(1) Performance evaluation items for directors: alignment of the goals and missions of the Company, awareness of the duties of a director, level of participation in the operation of the Company, management of internal relationship and communication, directors'

professionalism and continuing education, and internal control. To incentivize our employees' efforts, Greatek shares operating performance with the employees. Operational results and employees' compensation and Directors' remunerations are based on Article 24 of the Articles of Incorporation.

(2) Performance evaluation items for managers: achievement rate of executing the annual operational plan, including operational performance, financial condition, business integrity, risk management, and ESG sustainable development, etc. ESG sustainable development performance encompasses corporate governance, environment, and society. For detailed long-term and short-term planning indicators, please refer to the Company's Sustainability Report.

(3) Relevant performance assessments, such as revenue achievement and ratio of contribution to profits. The Remuneration Committee reviews the reasonableness of various remuneration and salaries, which are then submitted to the Board of Directors for approval. Please refer to the Operations of the Remuneration Committee.

3. Relation to business performance and future risk:

(1) The directors' remunerations is highly correlated to Greatek's management performance and risk control. The directors fulfill their responsibilities by reviewing, supervising, and guiding governance practices, risk management, ESG sustainability indicators, and strategy formulation at board meetings. They have taken full consideration into significant risks and opportunities for sustainable development, including physical and transitional risks related to the climate.

(2) Managers at the level of Deputy General Manager or above have the responsibility of implementing the board's sustainability policies, ESG performance, and risk management. The remuneration of managerial officers is positively linked in proportion to the Company's operating performance and risk level, reflecting their responsibilities and contributions in advancing sustainable development and enhancing performance.

(III) Subsidiaries included in the Consolidated Financial Statements have not paid any remuneration to the Directors, President, and Vice President in the past two years.

Chapter 3 Status of Corporate Governance

I. Functions of the Board of Directors:

The Board of Directors has convened 4 meetings (A) in 2025, with the following attendance records:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A) (Note)	Remarks
Chairman	Powertech Technology Inc. Corporate Representative Boris Hsieh	4	0	100%	
Director	Powertech Technology Inc. Corporate Representative D.K. Tsai	4	0	100%	
Director	Powertech Technology Inc. Corporate Representative J.S. Leu	4	0	100%	
Director	Powertech Technology Inc. Corporate Representative Y.C. Chi	4	0	100%	
Director	Powertech Technology Inc. Corporate Representative Jim Lin	4	0	100%	
Director	Hung-Wei Venture Capital Co., Ltd. Corporate Representative Ingrid Fu	4	0	100%	
Independent Director	Kevin H. Hsieh	4	0	100%	
Independent Director	Chi-Yung Wu	4	0	100%	
Independent Director	Jiin-Chuan Wu	4	0	100%	

Note: Actual attendance rate (%) shall be calculated based on the number of meetings convened and the actual number of meetings a Director has attended during the term of office.

Other Matters:

I. With regard to the implementation of the Board of Directors, if any of the following circumstances occur, the dates, terms of the meetings, contents of motions, all Independent Directors' opinions and the Company's handling of such opinions shall be specified:

(I) Matters referred to in Article 14-3 of the Securities and Exchange Act.
In accordance with the provisions of Article 14-4 of the Securities and Exchange Act, Greatek has set up an Audit Committee. The Audit Committee members did not express any objection or reservation to the proposal.

(II) Any recorded or written Board resolutions to which Independent Directors have objections or reservations to be noted in addition to the above:
None.

II. Regarding recusals of Directors from voting due to conflicts of interests, the names of the Directors, contents of motions, reasons for recusal, and results of voting shall be specified:

Board Meetings	Proposal	Director requiring recusal	Reason for avoiding conflicts of interest	Voting
2025/8/1 6nd meeting from the 11th Board	The 2025 remuneration adjustment proposal for the managerial officers and various compensation packages.	Representatives of Powertech Technology Inc. Y.C. Chi	In this project, Director Y.C. Chi's concurrent position as President create conflicts of interest.	All directors present, except those who recused themselves due to conflicts of interest and did not participate in the discussion and voting, have approved the resolution following the chairman's inquiry.

III. TWSE/TPEx listed companies shall disclose the information of self-evaluation (or peer evaluation) of the Board of Directors, such as evaluation cycle, period, scope, method and contents, and to describe the implementation status of such evaluation:

1. Performance evaluation mechanism and implementation status of the Board of Directors and functional committees:

Evaluation cycle	Evaluation period	Scope of evaluation	Method of evaluation	Content of evaluation
Once a year	2025/1/1~ 2025/12/31	Board of Directors	Internal evaluation of the Board	Evaluation of performance for the Board of Directors include five major aspects: participation in the operation of the Company, enhancing the quality of the Board of Directors' decision making, composition and structure of the Board, election and continuing education of the Directors, and internal control. Upon evaluation and distribution of survey questionnaires, the achievement has been 97%, and the evaluation result indicated that performance was beyond the standard level.
		Individual Director	Self-evaluation of the Board members	Performance evaluation for Board members includes six major aspects: alignment of the goals and missions of the Company; awareness of the duties of a Director; participation in the operation of the Company; management of internal relationship and communication; the Director's professionalism and continuing education; and internal control. Upon collection and compilation of the self-evaluation questionnaires from the nine Board members, the achievement has been 91%, and the evaluation result indicated that performance was beyond the standard level.
		Functional committees	Self-evaluation of the Audit Committee	Evaluation of performance for functional committees included five major aspects: participation in the operation of the Company, awareness of the duties of the Audit Committee, enhancing the quality of decisions made by the Audit Committee, composition of the Audit Committee and election of its members, and internal control. Upon collection and compilation of the self-evaluation questionnaires from the three Independent Directors, the achievement has been 94%, and the evaluation result indicated that performance was beyond the standard level.

		Functional committees	Self-evaluation of the Remuneration Committee	Evaluation of performance for functional committees included five major aspects: participation in the operation of the Company, awareness of the duties of the Remuneration Committee, enhancing the quality of decisions made by the Remuneration Committee, composition of the Remuneration Committee and election of its members, and internal control. Upon collection and compilation of the self-evaluation questionnaires from the three Independent Directors, the achievement has been 94%, and the evaluation result indicated that performance was beyond the standard level.

2. The performance evaluation results have been submitted to the Board of Directors meeting convened on March 6, 2026.

IV. Measures undertaken during the current year and most recent fiscal year to strengthen the functions of the Board of Directors (such as the establishment of an audit committee and improvement of information transparency, etc.) and assessment of their implementation:

1. In 2025, the attendance rate of the board meetings was 100%, with each independent director attending every board meeting.
2. One-third of the total number of directors on the Company's board are independent directors.
3. Greatek conducts performance evaluation over the Board of Directors and the functional committees on an annual basis, and the results of which are reported to the Board of Directors.
4. The Company has established risk management policies and procedures and reports the results of risk assessments to the Board of Directors annually.
5. Greatek immediately updates both the Chinese and the English versions of the financial statements on the day that a proposal is approved by the Board.
6. The interim financial report for the fiscal year 2025 of the Company has been reviewed by the audit committee and approved by the Board of Directors.

II. Functions of the Audit Committee

1. The Audit Committee is formed by three Independent Directors, and the goal of the committee is to assist the Board of Directors fulfill its supervision over the following matters:
   (1) The fair presentation of the Company's financial reports.
   (2) Appointment or dismissal of the Company's CPAs and evaluation of their independence and performance.
   (3) The effective implementation of the Company's internal control system.
   (4) The Company's compliance to relevant regulations and rules.
   (5) Management of existing or potential risks.
2. The Audit Committee was set up in accordance with the Audit Committee Charter and Article 14-5 of the Securities and Exchange Act in 2025, and will review the following matters:
   (1) Formulate or amend internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
   (2) Assessment of the Internal Audit Plan and the Effectiveness of the Internal Control System.
   (3) Derivatives trading situation.
   (4) Appointment, dismissal, and compensation of the Certified Public Accountants.
   (5) Annual financial statements that bear the signature or seal of the Chairman, managerial officers, and the accounting manager.
   (6) Business Report, Earnings Distribution Plan.
   (7) A material asset trade.
   (8) Other material matters set forth by applicable laws, the competent authority, or by the Company.

- Review of financial statements

  The Board of Directors will prepare the Business Report, financial statements and earnings distribution plan, in which the financial statements have been audited and certified by Deloitte Taiwan, and by whom an Audit Report has been issued accordingly.

  The aforementioned Business Report, financial statements, and earnings distribution plan have been reviewed and approved to be correct by the Audit Committee.

- Appointment and evaluation of the CPAs independence and suitability; the Audit Committee is held responsible for supervising the independence of the CPAs to ensure the reasonableness and reliability of the financial statements.

  In general, except for tax-related services or specially authorized projects, the CPA and its accounting firm shall not provide other services to the Company.

  To ensure the independence of the CPAs, the Audit Committee has formulated an Independence and Competence Evaluation Table in line with The Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No.10 "Independence in Audit and Review Engagements" And received the Audit Quality Indicator Report (AQI Report) from Deloitte Taiwan.

  Upon resolution from the Audit Committee and the Board of Directors on February 14, 2025, CPAs Cheng-Chih Lin and Su-Li Fang from Deloitte Taiwan have both met the criteria for independence and competence evaluation, and can properly serve as Greatek's CPAs.

- Assessment of the effectiveness of the internal control system

  The Audit Committee audits regular reports from departments, CPAs and the management to assess the effectiveness of Greatek's internal control system policy and procedures (including control measures over finance, operation, risk management, information security, and legal compliance). The Audit Committee believes that Greatek's risk management and internal control systems are valid, and that Greatek has adopted necessary control mechanisms to supervise and to correct violations and unethical conduct.

3. In 2025, the Audit Committee has convened 4 meetings (A), with the following attendance records:

Title	Name	Attendance in person (B)	Attendance by proxy	Actual attendance rate (%) (B/A) (Note)	Remarks
Convener	Kevin H. Hsieh	4	0	100%	
Member	Chi-Yung Wu	4	0	100%	
Member	Jiin-Chuan Wu	4	0	100%	

Other Matters:

I. If the operation of Audit Committee has one of the following situations, the minutes shall clearly state the Audit Committee meeting date, period, content of the resolution, dissenting or reserve opinion, or material suggestion from the Independent Directors, resolution from the Audit Committee, and the Company's handling of said opinions.

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

Meeting date and period	Proposal	Matters referred to in Article 14-5 of the Securities and Exchange Act	Resolutions not approved by the Audit Committee, but were approved by two-thirds or more of all Directors.
2025/2/14 3rd meeting in the 3rd term of Audit Committee	Review of Greatek's 2024 Financial Statements.	V	No
	Review of Greatek's 2024 Business Report.	V	No
	Review of Greatek's 2024 Earnings Distribution Plan.	V	No
	Amendment to Greatek's internal control system.	V	No
	2024 assessment on the effectiveness of internal control system and "Statement of Internal Control System".	V	No
	Appointment of 2025 CPA and evaluation on CPA's independence.	V	No

	Review of the Pre-approved list of CPAs to Provide Non-assurance Service.	V	No
	Review of the Company's Proposed Acquisition of Securities.	V	No
	Dissenting or reserved opinion, or material suggestions from the Independent Directors: None. Resolution from the Audit Committee: Approved without amendment or dissent by all Directors in attendance. Greatek's handling of the opinions from Independent Directors: Approved without amendment or dissent by all Directors in attendance on February 14, 2025.		
2025/4/30 4th meeting in the 3rd term of Audit Committee	Review of Greatek's 2025 First Quarter (Q1) financial statements.	V	No
	Application for amount to be used toward engagement in transaction of forward exchange derivatives.	V	No
	Dissenting or reserved opinion, or material suggestions from the Independent Directors: None. Resolution from the Audit Committee: Approved without amendment or dissent by all Directors in attendance. Greatek's handling of the opinions from Independent Directors: Approved without amendment or dissent by all Directors in attendance on April 30, 2025.		
2025/8/1 5th meeting in the 3rd term of Audit Committee	Review of Greatek's 2025 Second Quarter (Q2) financial statements.	V	No
	Dissenting or reserved opinion, or material suggestions from the Independent Directors: None. Resolution from the Audit Committee: Approved without amendment or dissent by all Directors in attendance. Greatek's handling of the opinions from Independent Directors: Approved without amendment or dissent by all Directors in attendance on August 1, 2025.		
2025/10/31 6th meeting in the 3rd term of Audit Committee	Review of Greatek's 2025 Third Quarter (Q3) financial statements.	V	No
	Review Greatek's 2025 Audit Plan.	V	No
	Dissenting or reserved opinion, or material suggestions from the Independent Directors: None. Resolution from the Audit Committee: Approved without amendment or dissent by all Directors in attendance. Greatek's handling of the opinions from Independent Directors: Approved without amendment or dissent by all Directors in attendance on October 31, 2025.		

(II) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all Directors:

None.

II. Regarding recusals of Independent Directors from voting due to conflicts of interests, the names of the Independent Directors, contents of motions, reasons for recusal, and results of voting shall be specified:

None.

III. Communications between the Independent Directors, the Company's chief internal auditor and CPAs (shall include the material items, methods and results of audits of corporate finance or operations, etc.)

1. The chief internal auditor regularly submits the audit results to the Independent Directors via electronic means in the following month after completing audit items.

2. The Audit Committee and the Board of Directors shall meet at least quarterly, and the chief internal auditor attends all of these meetings and reports and communicates audit tasks to the Audit Committee and the Board of Directors.
3. In accordance with Statement of Auditing Standards No. 260, Communication with Those Charged with Governance," during the planning and completion phases, the CPA reports and communicates with the Independent Directors during Audit Committee meetings in each quarter regarding governance matters related to the audit or review procedures for financial statements, changes in securities and tax laws, and the accountant's declaration of independence.
4. The Company convenes at least one separate communication meeting each year between the independent directors, the head of internal audit, and the CPAs, with no attendance by non-independent directors or members of the management team. At the separate communication meeting held on October 31, 2025, a summary of the communications between the independent directors, the head of internal audit, and the CPAs is set forth below:

Date	Participants	Communication Topic	Communication Result
2025/10/31	Independent Director of Kevin H. Hsieh Independent Director of Chi-Yung Wu Independent Director of Jiin-Chuan Wu CPA Cheng-Chih Lin Audit Supervisor Yu Huiling	The independent directors consulted the CPAs regarding matters related to the key audit matters.	The independent directors raised no objection.

5. For a summary of the relevant communications, please refer to the “Corporate Governance” section on the Company’s website.

III. Status of Corporate Governance, and any variance from the Corporate Governance Best Practice Principles for TWSE/GTSM 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	Explanation	
(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"?	V		Greatek has formulated the Corporate Governance Best-Practice Principles based on the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and disclosed relevant information on the "Corporate Governance" section of its website.	None
(II) Shareholding Structure & Shareholders’ Rights				
1. Does the Company establish an internal procedure for handling shareholders’ suggestions, concerns, disputes, and litigations? Has the procedure been implemented accordingly?	V		Greatek complies with the Corporate Governance Best-Practice Principles and should shareholders have any question or comment, they can communicate with Greatek via the "Investors" section on Company website. Greatek has designated the spokesperson to handle shareholder suggestions, concerns and other relevant matters.	None
2. Has the Company maintained the list of major shareholders and ultimate controllers of the major shareholders?	V		Greatek discloses shareholding status of major Shareholders, Managerial Officers and related parties on a monthly basis pursuant to provisions required by the Securities and Exchange Act. In accordance with Article 43-1, Paragraph 1 of the Securities Exchange Law, the company shall report any acquisition of 5% or changes in shares.	None
3. Has the Company established and implemented risks control and “firewall” mechanisms between the Company and its affiliates?	V		Greatek has formulated the "Management Guidelines for Related Party Transactions" and set up regulations regarding financial transactions between affiliated companies. Additionally, "Guidelines for Supervision over Subsidiaries" have also been formulated to establish risk control and firewall mechanisms.	None
4. Has the established internal rules prohibiting insider trading on undisclosed information?	V		Greatek has formulated "Procedures for the Prevention of Insider Trading" and "Code of Ethical Conduct" and announced them on both Greatek's internal bulletin board and the "Corporate Governance" section of Company website. We informs insiders of common violations from time to time, and remind the Board of Directors of relevant confidentiality and responsibilities in the notice letter of quarterly Board meeting. The "Guide to Regulations Governing Directors" and "Directions Concerning Securities Market Regulatory Matters for TWSE Listed Companies and Their Directors, Supervisors, and Major Shareholders" are immediately sent via	None

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Explanation	
			Electronic means to newly elected Directors on the day of election of each term, and the new Directors have immediately signed "Statement of Appointment" and are arranged to pursue relevant continuing education courses.	
(III) Composition and Responsibilities of the Board of Directors				
1. Has the Company established a diversification policy for the composition of its Board of Directors and has the policy been implemented accordingly?	V		The diversification policy for the composition of the Board has been stipulated in Article 20 of Greatek's "Corporate Governance Best Practice Principles". To achieve the ideal corporate governance in practice, we have no more than 1 Directors who concurrently serve as employees, and the term of Independent Directors does not exceed 9 years. The composition of the current Board of Directors has diversified professional knowledge and capabilities, and all members have knowledge, skills, and qualities necessary to fulfill their duties. The composition of the Board of Directors is diverse. Among them, there's only one concurrent Managerial Officer (comprises of less than 1/3 of all Directors), and we have 3 Independent Directors, accounting for 1/3 of all Directors. Two of which have assumed office for 1-3 years, and one has assumed office for 7-9 years. 7 members of the Board are aged over 60 while 2 is aged below 60.	None
2. In addition to establishing Compensation Committee and Audit Committee in accordance with laws, would the Company voluntarily set up other functional committees?	V		To fulfill the Company’s sustainable development objectives and further strengthen the Board’s sustainability governance functions and risk management mechanisms, the Board of Directors established the Sustainable Development and Risk Management Committee on March 6, 2026.	None
3. Does the Company establish performance assessment measures and methods of Board of Directors, conduct performance assessment regularly every year, submit the performance assessment result to the Board of Directors and use as reference for individual Director pay and nomination of successor?	V		Greatek's Board of Directors has formulated the "Self-evaluation or Peer Evaluation Method of the Board of Directors" on July 29, 2020, and performance evaluation will be carried out at the end of every fiscal year. The evaluation results will be submitted to the Board of Directors before the end of the following quarter, and results will be used as reference for selecting or nominating Directors.	None

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Explanation</th></tr>
<tr><td>4. Does the Company regularly evaluate the independence of CPAs?</td><td>V</td><td></td><td>Greatek regularly assesses the independence and the competence of the CPA in each year, and adopts the following assessment procedures:
1. Examine whether the CPA and members of the audit team are non-stakeholders and meet the following criteria for independence and competence.
<table>
<tr><th>Evaluation item</th><th>Yes</th><th>No</th></tr>
<tr><td>1. The CPA has not served as Greatek's CPA for 7 years or more.</td><td>V</td><td></td></tr>
<tr><td>2. The CPA has no direct or significant indirect financial interest with Greatek.</td><td>V</td><td></td></tr>
<tr><td>3. There is no financing or guarantee between the CPA and Greatek.</td><td>V</td><td></td></tr>
<tr><td>4. The CPA does not have material and close business relationships with Greatek.</td><td>V</td><td></td></tr>
<tr><td>5. The CPA does not have potential employment with Greatek.</td><td>V</td><td></td></tr>
<tr><td>6. The CPA has no contingent fees related to Greatek's audit cases.</td><td>V</td><td></td></tr>
<tr><td>7. The CPA is not a Director or managers of Greatek during the current or most recent two years, and does not have significant influence on the audits.</td><td>V</td><td></td></tr>
<tr><td>8. There is no kinship relationship between the CPA and any of Greatek's Directors, Supervisors, or personnel who have a significant influence on the audits.</td><td>V</td><td></td></tr>
<tr><td>9. The CPA and the audit service team members have no acceptance of gifts or special offers of great value from Greatek's Directors, Supervisors, or Managerial Officers.</td><td>V</td><td></td></tr>
<tr><td>10. The non-assurance service which performed by the CPAs to the Company that would affect directly a material item of the assurance engagement.</td><td>V</td><td></td></tr>
<tr><td>11. CPA does not advertise or broker shares or securities issued by the Company.</td><td>V</td><td></td></tr>
</table>
2. Submit the assessment results along with the Statement of Independence (no violation of the Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No.10) & AQI Report issued by the CPA to the Audit Committee</td><td>None</td></tr>
</table>

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Explanation	
			and the Board of Directors. AQI Report: Disclosure is based on the disclosure framework and disclosure template of the Audit Quality Indicators (AQI) issued by the Financial Supervisory Commission in 5 dimensions and 13 indicators, with information on both the "firm-level" and "audit case-level" based on the nature of the indicators. The 5 dimensions are professionalism, quality control, independence, supervision, and innovation capability. 3. For the most recent two years, CPA's independence and competence have been evaluated and separately approved by the Audit Committee and the Board of Directors on February 14, 2025 and March 6, 2026.	
(IV) Does the Company appoint competent and appropriate corporate governance personnel and corporate governance officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by Directors, assisting Directors' compliance of law, handling matters related to Board Meetings and Shareholders' Meetings according to law, and minutes of Board Meetings and Shareholders' Meetings)?	V		The Board of Directors approved the appointment of Finance and Accounting Supervisor Kari Lin from Administrations Division to serve as the Chief Corporate Governance Officer, the highest ranking manager in charge of corporate governance matters, effective July 1, 2024. The main responsibilities include the following: 1. Handling of matters relating to board of directors meetings and shareholders meetings in compliance with law; 2. Preparation of minutes of the board of directors meetings and shareholders meetings; 3. Assistance in onboarding and continuing education of the directors; 4. Provision of information required for performance of duties by the directors; 5. Assistance in the directors' compliance of law; and 6. Reporting to the board of directors of its examination results as to whether the qualifications of independent directors upon their nomination and election and during their tenure conform to applicable laws and regulations; 7. Addressing matter pertaining of changes of directors; 8. Other matters described or established in the articles of incorporation or under contract.	None

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Explanation	
			The Chief Corporate Governance Officer is required to complete of continuing studies in each year. Please refer to Continuing Studies from Directors and Managers for details.	
(V) Has the Company established channels for communication with stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.), set up a “Stakeholder Section” on the website, and appropriately responded to the major CSR issues that stakeholders were concerned with?	V		Greatek is committed to communicating with stakeholders, and has set up "Stakeholder" section under the "Sustainable Development" section on its website. Additionally, all designated contact persons are required to respond to opinions from stakeholders, and report to the Board of Directors annually regarding the communication between each individual stakeholder.	None
(VI) Has the Company delegated a professional shareholder service agency to handle shareholders' meeting?	V		Greatek has appointed the Share Agency Department at Yuanta Securities Co., Ltd. to handle related shareholder affairs.	None
(VII) Information Disclosure				
1. Does the Company establish a website to disclose information on finance and corporate governance?	V		The "Investors" section on the website discloses financial, business, and governance information in both Chinese and English.	None
2. Does the Company use other information disclosure channels (e.g. maintaining an English website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting Investors conference etc.)?	V		Greatek has implemented the spokesperson system and dedicated personnel are in charge of collecting and disclosing relevant information based on their roles in both Chinese and English on the "Investor Relations" section of Company website. Such information disclosure include Financial Information, Corporate Governance, Shareholder Information, Investor Events And Material Information.	None
3. Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?	V		Greatek will announce and submit its first, second, and third quarter financial reports and monthly operating results ahead of the stipulated deadline.	Greatek complies with relevant laws, and handles the information reporting and publication before the prescribed deadlines.
(VIII) Has the Company disclosed other information to facilitate a better understanding of its corporate	V		1. Employees' rights: Greatek complies with domestic laws and regulations including the Labor Standards Act, and has	None

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Explanation	
governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?			implemented the Responsible Business Alliance (RBA) Code of Conduct in practice. Additionally, Greatek has also established the Employee Welfare Committee to handle various employee benefits, while the Pension Supervisory Committee is in charge of formulating the pension system, supervision and management of pension allocations. 2. Employees' well-being: Greatek is focused on occupational safety and health risks, and we strive to protect the occupational safety and health, both physical and emotional well-being of our employees through achieving the ISO 45001 Occupational Safety and Health Management System Certification. We are committed to caring for our employees, and we organize general and special health checkups for our employees in order to prevent occupational hazards. We also file group insurance for our employees. 3. Supplier relations: Greatek sees suppliers as important partners to our operations, and we jointly pursue corporate sustainable management and growth with our suppliers through forming close-knit partnerships. Suppliers for our major materials must pass the supplier evaluation and receive regular audit and evaluation to ensure that they meet our requirements for sustainable management and the quality of our collaboration. 4. Investor relations, community engagement, and the rights of stakeholders: Greatek is committed to communicating with various stakeholders. Please refer to Status of Communications with Stakeholders for details. 5. Continuing studies from Directors and managers: Please refer to Continuing Studies from Directors and Managers for details. 6. Risk management policy and implementation of risk evaluation standard: Please refer to Implementation Status of Risk Management Policy and Risk Evaluation Standard. 7. Implementation of customer policy: Greatek actively develops	

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Explanation	
			technologies that meet the needs of our customers, and has passed various Certifications including IECQ QC 080000:2017, IATF 16949:2016, and ISO 9001:2015. 8. Purchase of liability insurance for Directors: Greatek renews the liability insurance for Directors and key employees, and has reported relevant information including the insured amount, scope of insurance, and insurance premium rates to the Board of Directors on October 31, 2025.	

(IX) Please state the improved situation concerning the corporate governance evaluation result published in recent years of corporate governance center of TWSE and raise priority strengthening matters and measures concerning the ones not improved.

1. The number of Independent Directors of the Company accounts for one-third of the total number of Directors, and none of them has served more than three consecutive terms.
2. Greatek values the shareholders' right to know, and immediately announces financial statements on the day that they have been approved by the Board.
3. To fairly treat our shareholders, the Company's financial and business reports and material information are also concurrently announced on the MOPS in English.
4. To strengthen communications with stakeholders in order to build good interactive channels of communication, we upload the Shareholders' Meeting Handbook and Annual Report earlier than the required deadlines.
5. The interim financial report for the fiscal year 2025 of the Company has been reviewed by the audit committee and approved by the Board of Directors.
6. To fulfill the Company's sustainable development objectives and further strengthen the Board's sustainability governance functions and risk management mechanisms, the Board of Directors established the Sustainable Development and Risk Management Committee on March 6, 2026.

(X) Implementation Status of Risk Management Policy and Risk Evaluation Standard

On October 29, 2021, the Board of Directors approved the "Risk Management Policy and Procedures" as the basis for Greatek's risk management. The risk management units within various organizations are organized into a risk management team based on their respective organizations, and the risk management team will propose risk identifications and evaluations in line with the risk management procedures, as well as risk control plans and responses. The highest management level will manage all risk issues and report to the Board of Directors in each year.

In each year risk management team conducts risk evaluations on environmental, social, and governance issues related to the Company's operations based on the materiality principle. Relevant risk management policies are subsequently formulated based on the risks determined from the evaluations, which were reported to the Board of Directors on August 1, 2025.

The Board of Directors established the Sustainable Development and Risk Management Committee on March 6, 2026. To facilitate the smooth execution of

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Explanation	
the relevant operations, the President concurrently serves as the Chief Sustainability Officer. For information on the operational status of the Sustainable Development and Risk Management Committee, please refer to the relevant description below.				

Description: Sustainable Development and Risk Management Committee
To implement the SDG and strengthen the Board of Directors' sustainable governance functions and risk management mechanisms, Greatek's Board of Directors established the Sustainable Development and Risk Management Committee on March 6, 2026.
The authorities and responsibilities of the Committee are as follows:
1. Review the Company’s policies, strategies, and management guidelines related to sustainable development and risk management.
2. Oversee the disclosure of sustainability information and risk management matters.
3. Supervise the implementation of the Company’s sustainable development and risk management initiatives.
4. Examine the Company’s overall sustainability development and risk management policies, structure, organization, and mechanisms.
5. Execute the decisions of the Board of Directors regarding sustainable development and risk management.
6. Review and consolidate sustainable development and risk management reports, and report to the Board of Directors in a timely manner.

(1) Information on the Members of the Sustainable Development and Risk Management Committee

As of March 31, 2026

Title	Qualification / Name	Experience	Professional qualifications and experiences
Convener	Y.C. Chi	Legal Representative Director of Greatek Electronics Inc. President and CSO of Greatek Electronics Inc.	Former Chairperson of the Sustainability Development Committee
Member	Weng,Jian-De	Head of Facility Division, Greatek Electronics Inc.	Former Sustainability Officer of the Sustainability Development Committee
Member	Chen,Ming-Zong	Head of Administration Division, Greatek Electronics Inc.	RBA Management Representative

(2) Information on the operations of the Sustainable Development and Risk Management Committee

As of the date of this annual report's publication, no meetings have been convened.

IV. In case the Company has set up a Remuneration Committee, its composition, functions, and operations shall be disclosed.

Greatek's Remuneration Committee is formed by the three Independent Directors. It is operated in line with Greatek's "Remuneration Committee Charter" and its main duties include the following:

1. Periodically reviewing the Remuneration Committee Charter and making recommendations for amendments.
2. Establishing and regularly reviewing the Board of Directors and Managerial Officer's performance evaluation in conjunction with the remuneration policies, systems, standards, and structure.
3. Periodically assessing the degree to which performance goals for the Directors and Managerial Officers have been achieved, setting the types and amounts of their individual compensation based on the results of the reviews conducted in accordance with the performance assessment standards.

(I) Information on the Members of the Remuneration Committee

As of March 31, 2026

Title	Qualification / Name	Professional qualifications and experiences	Independence criteria	Number of other public companies where the individual concurrently serves as a member of the Remuneration Committee
Independent Director (Convener)	Kevin H. Hsieh	Note	Note	None
Independent Director	Chi-Yung Wu	Note	Note	None
Independent Director	Jiin-Chuan Wu	Note	Note	None

Note：Please refer to Table I Information of Directors on Page 5~7.and Table 2 Information of Directors on Page 9~13.

(II) Information on the operations of the Remuneration Committee

1. Greatek's Remuneration Committee consists of three members.
2. Term of the current Remuneration Committee: from June 5, 2024 to May 26, 2027; in 2025, the Remuneration Committee has convened 2 meetings (A), with the following attendance records:

Title	Name	Attendance in person (B)	Attendance by proxy	Actual attendance rate (%) (B/A) (Note)	Remarks
Convener	Kevin H. Hsieh	2	0	100%	
Member	Chi-Yung Wu	2	0	100%	
Member	Jiin-Chuan Wu	2	0	100%	

Other Matters:

I. If the Board of Directors refuses to adopt or amend a recommendation of the Remuneration Committee, the date of the meeting, session, content of the motion, resolution by the Board of Directors, and Greatek's response to the Remuneration Committee's opinion(e.g., if the compensations approved by the Board of Directors exceeds the recommendation of the Remuneration Committee, the variance in compensations and reasons thereof shall be specified):

None.

II. If there is any member who opposes or has reservations to the resolution of the Remuneration Committee and there is a record or a written statement for it, that record or statement should contain the date of the Board Meeting, the term of the fiscal year, the content of the proposal, and opinions of all members and the follow-up treatments:

None.

III. Discussions and resolutions from the Remuneration Committee, and the way Greatek handled opinions from the Remuneration Committee:

Remuneration Committer	Reason for discussion	Resolution	Opinion from Remuneration Committee	Greatek's treatment of the Remuneration Committee's opinion
2025/2/14 2nd meeting in the 6th term of Audit Committee	Review of the proposal for 2024 employee compensation and Directors' remuneration.	Approved by unanimous committee members.	No	Approved upon discussion from the Board of Directors.
	Review of the proposed amendments to Paragraph 2 of Article 24 of the Company's Articles of Incorporation and the adoption of the "Regulations Governing the Principles for Distribution of Employee Compensation," which explicitly define the scope of "grassroots employees" and stipulate that a certain proportion of employee compensation shall be allocated to such employees.	Approved by unanimous committee members.		Approved upon discussion from the Board of Directors.
2025/8/1 3rd meeting in the 6th term of Audit Committee	Review of the proposal for 2024 employee compensation for managerial officers.	Approved by unanimous committee members.	No	Approved upon discussion from the Board of Directors.
	Review of the proposal for managerial officers' salaries and compensations for 2025.	Approved by unanimous committee members.	No	Approved upon discussion from the Board of Directors.

IV. Information on the regular evaluation of the performance and the policies, systems, standards, and structures related to the compensation of Directors and managerial officers:

(1) For the year 2025, please refer to the table above for the Company's compensation review and evaluation.

(2) The remuneration committee shall exercise the care of a good administrator in faithfully performing the official powers listed below, and shall submit its recommendations for deliberation by the board of directors:

A. Periodically reviewing this Charter and making recommendations for amendments.

B. Establishing and periodically reviewing and long-term performance goals, and the policies, systems, standards, and structure for the compensation of the directors and managerial officers of this Corporation.

C. Periodically assessing the degree to which performance goals for the directors and managerial officers, and determines the content and amount of their individual compensation packages.

(3)The Greatek Remuneration Committee shall carry out its duties in accordance with the following principles:

A. Ensure that the remuneration arrangements of the Company conform to the law and are sufficient to attract quality talent.

B. The performance evaluation and remuneration of directors, supervisors and executives should take prevailing industry standards into account and take into consideration the amount of personal time invested, responsibilities, personal target completion, performance in other roles and Company compensation for other people in equivalent roles in recent years. The achievement of the Company's short-term and long-term business objectives as well as the Company's finances are used to evaluate the correlation between personal performance, Company business performance and future risks.

C. The remuneration plan should not entice directors and managers into exceeding the Company's capacity t for risk in pursuit of personal remuneration.

D. Short-term performance bonuses for directors and senior managerial officers, and the timing of variable salary payments/remunerations shall be set with reference to the particular industry characteristics and the nature of the Company's business.

E. Whether the content and amount of director and managerial officers' remuneration is reasonable should be taken into account. It is inadvisable for the remuneration decided for directors and managerial officers to diverge excessively from financial performance.

F. Members of the Committee may not participate in the discussion and voting on their personal remuneration.

V. Fulfillment of Sustainable Development and Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
I. Has the Company established exclusively (or concurrently) dedicated units to implement	V		The Company's Sustainability Development Committee serves as the primary decision-making and implementation body for sustainability initiatives. The President serves as the Chairperson, and the Director of the Facilities Division acts as the	None

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
sustainable development, and has the Board of Directors appointed the senior management with responsibility for sustainable development, and to report the status of the supervision to the Board of Directors?			Sustainability Officer. Under the Committee, four working teams have been established: “Corporate Governance,” “Employee Care and Social Engagement,” “Environmental Sustainability,” and “Supply Chain Management.” The committee includes representatives from all operational units of the Company, and is responsible for verifying the management standards and implementation of sustainability issues, evaluating and/or managing climate-related issues, and managing the review of key performance indicators. The Board of Directors oversees the Company's directions on sustainable development, production and sales policies, as well as future sustainable development strategies and regular review measures. The ESG Committee status of ESG and ethical business management executions in 2024 were reported to the Board of Directors on August 1, 2025, and such activities have included operations of the risk management policy and risk management measures, as well as sustainable development performance, etc.	
II. Has the Company assessed the environmental, social, and corporate governance risks related to its operations based on the principle of materiality and established related risk management policies or strategies? (Note 2)	V		1. The period of Greatek's ESG information disclose our sustainable development performance from January 1, 2025 to December 31, 2025, and includes specific implementations and performance data in terms of corporate governance, social and environmental aspects. The Risk assessment boundary contains Greatek Electronics Inc.'s Plant 1, Plant 2, Plant 3, Plant 5, WT Plant 1, and WT Plant 2, as well as relevant significant topics related to external stakeholders such as customers, suppliers, shareholders, government agencies, communities, and financial institutions. In 2025, Greatek did not experience any material changes in our scale, structure, ownership, or supply chain. 2. Greatek is dedicated to trends and topics related to global sustainability and corporate social responsibilities (CSR), and conducts risk evaluation based on the	None

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
			materiality principle. Such evaluations encompass governance, economics, social, and environmental aspects that are related to Greatek's operations. We have identified potential risks and challenges as well as market opportunities and growth through stakeholder engagement, and formulated risk management policy accordingly. Faced with operational risks, financial risks and environmental risks encountered by enterprises around the world, Greatek has formulated risk management mechanisms to manage potential risks that could have possible effects on our operations and profitability, allowing us to rapidly respond when facing such risks in order to reduce losses and to continue to maintain the rights and interests of stakeholders. 3. Relevant risk management policies or strategies are formulated for the risks after evaluations. Please refer to Description II for details. 4. The comprehensive explanation of the analysis of climate change risks and opportunities has been disclosed in the Company's Sustainability Report.	
III. Environmental Issues (I) Has the Company established a suitable environmental management system based on the characteristics of its industry?	V		The Greatek's Environmental Management System adheres to the environmental laws established by the Ministry of the Environment, Additionally, it establishes an operational framework for the environmental management system to ensure that the Company meets customer requirements and complies with legal and regulatory obligations. In 2025, the environmental management initiatives implemented by the Company focused on the following areas: 1. Pollution Prevention In accordance with the Air Pollution Control Act, the volatile organic compounds (VOCs) emitted during Greatek’s production processes are treated using air pollution control equipment, including regenerative thermal oxidizers (RTO) and wet treatment technologies. Exhaust gases are collected through centralized pipelines, adsorbed by the waste gas treatment equipment, and then discharged.	None

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
			Regular emission sampling and testing are conducted to ensure compliance with regulatory requirements. 2. Energy and Resource Conservation In accordance with the Energy Management Act, Greatek continues to promote energy saving and carbon reduction as part of its sustainable operations. In addition to implementing energy-saving measures to reduce electricity demand, the Company has expanded the use of renewable energy to achieve its net-zero emissions target. 3. Waste Management In accordance with the Waste Disposal Act, waste generated during operations is segregated by type, stored separately, and managed by designated personnel. Qualified treatment and disposal contractors are engaged to handle the waste in compliance with legal requirements, including online reporting, to ensure proper regulatory compliance. All Company factories adhere to ISO 14001 standards in establishing an environmental management system and continuously pass third-party verification. For detailed information related to risks and other matters, please refer to the Company's sustainability report and website. Greatek has acquired the certifications for ISO 14001:2015(This Certificate is valid from 2024/6/14 until 2027/6/13.), ISO 26262：2018 Functional Safety Management System certification (This Certificate is valid from 2022/9/5 Valid to date.), IATF 16949：2016 Automotive Quality Management System certification (This Certificate is valid from 2023/11/20 until 2026/11/19), Passed and received the IECQ QC 080000：2017 (This Certificate is valid from 2025/12/8 until 2029/1/2), and received SONY Green Partner certification, ensure compliance with EU RoHS in electronic and electrical equipment, adhere to the provisions of the REACH international chemical trade regulations, and implement the RBA framework to enhance customer attraction. The Company has announced its environmental policy on its website to fulfill its social responsibility.	

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
(II) Has the Company committed to improving the efficiency of energy consumption and to use renewable materials that have low impacts on the environment?	V		The Company strives to enhance the efficiency of resource utilization. To further reduce energy consumption and expand the use of renewable energy, the Company has invested in new equipment and installed renewable energy generation systems. Furthermore, to steadily improve the energy consumption efficiency of renewable energy, Greatek Plant actively installed renewable energy power generation equipment and procured green electricity. Using plant and rooftop space, it established a self-generation and self-consumption solar power plant supply scheme. In 2025, it produced a total of 2,479,694 kWh of green electricity, and it also, through contracting for onward supply with vendors, purchased 7,850,000 units of green electricity certificate to achieve the Company's phased carbon-reduction target, and actively sought other diversified renewable energy solutions with greater economy scale. The Company established a wastewater recycling system and will expand it as the business grows to increase the amount of recycled water. It is committed to recycling and reducing disposable products. We will continue to promote waste reduction and recycling programs to contribute toward the ecology and the environment. For detailed information, please refer to Description—Important Information on the Promotion of Sustainable Development. The Company is committed to green product management by purchasing raw Materials that comply with the EU RoHS, REACH, and halogen-free regulations, in order to reduce pollution from manufacturing processes or after product disposal and minimize environmental impact.	None

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
			In 2024, the Company participated in the Green Consumption and Procurement Program organized by the Environmental Protection Bureau. The total procurement amount reached NT$10 million, earning a top-tier rating. In 2025, Greatek was publicly recognized by the Miaoli Environmental Protection Bureau for its contributions to environmental protection and its commitment to corporate social responsibility.	
(III) Has the Company assessed the potential risks and opportunities arising from climate change at present and in the future and taken related countermeasures?	V		1. Real risks of climate change on enterprises Greatek continues to promote energy-saving and carbon reduction programs and measures in response to the abnormal weather conditions associated with global climate change. To ensure that the risks from climate change will not affect Greatek's operations, we believe that the government, private organizations and industrial circles should join forces to mitigate these risks and to actively work in line with the government's measures. 2. Opportunities for enterprises provided by climate change Greatek believes that business competitiveness can be enhanced through taking proper control over the risks of climate change, leading to more opportunities. Therefore, we continue to implement energy-saving and carbon reduction programs, such as enhancing water utilization efficiency and wastewater recycling. By conducting regular and irregular disaster prevention drills to enhance responsiveness to natural disasters, we can reduce the chances of business interruptions and possible losses. Additionally, we will continue to promote power-saving measures to save costs, And Use renewable energy in compliance with regulations to reduce carbon emissions. Please refer to Climate Information Disclosure by Listed Companies and 2025 ESG Report.	None

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
(IV) Has the Company calculated the greenhouse gas emissions, water consumption, and total weight of waste over the past two years and established the policies with regard to greenhouse gas reductions, water consumption, and waste management?	V		The Company promotes environmental management (ISO-14001) and reduces energy consumption in its processes to minimize carbon emissions. In 2025, every plant has included direct emissions (Scope 1), energy indirect emissions (Scope 2), and indirect emissions from materials and services (Scope 3) in the greenhouse gas inventory per the new version of ISO 14064-1:2018. For detailed information, please refer to Description—Important Information on the Promotion of Sustainable Development and Climate Information Disclosure by Listed Companies. <u>Greenhouse Gas</u> To enhance environmental management performance and to achieve synergistic growth with the environment, Greatek has formulated environmental policy and disclosed it on our website. We have voluntarily conducted greenhouse gas (GHG) inventories since 2016 in order to achieve our GHG emission reduction goals. We continue to encourage employees to conserve energy use to reach our annual 1% energy-saving goal. For detailed information, please refer to Description 1. To address climate change, promote sustainable operations, and comply with regulations, the construction of a 1,336.44KW solar panel system at the Gongyi Plant was completed in 2024. In 2025, the total amount of green electricity generated reached 2,479,694 kWh. In 2025, VOC emissions were 0.00083 kg per floor, meeting the set standard of 0.00164 kg per floor. The set volatile organic compound (VOC) reductions in 2026: we have set a baseline of 0.00179 kg/layer (the 2021 result) for the VOC emissions from wafer coating in the bumping process at Toufen Plant, and plan to reduce the emissions to 0.001558 kg/layer by 2026. "CDP Climate Change" Performance: The 2025 performance of the CDP Climate	None

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
			Change initiative was rated at a Management level of B. Water Resource Greatek has always been focused on water conservation and environmental protection. In terms of water conservation, we strive to save water in our daily use and have also set up a processing wastewater recycling system to maximize our available water resources. A target has been set to maintain a recycling rate of over 30%, In 2025, the recycling rate of process wastewater was 31.72%, an increase of 78,183 tons compared to 2024. Looking ahead to fiscal year 2026, the Company will continue to enhance and expand its wastewater recycling systems. Please refer to Explanation 1 for the Company's statistical data. Waste Adhering to the principles of resource circulation and pollution prevention, Greatek has established a clear waste reduction management policy. Through strategies such as source reduction, process improvements, and resource reuse, the Company continuously mitigates the environmental impact of its operations. Regarding quantitative management targets, Greatek adopts an annual management cycle and sets a goal to reduce total waste generation by 1% each year compared to the base year of 2019. In 2025, the recycling rate of plastic scrap reached 186.88% compared to the base year. Future targets will be adjusted on a rolling basis according to recycling performance.	
IV. Social Issues (I) Has the Company formulated appropriate management policies and procedures according to relevant	V		Greatek actively promotes and follows the Responsible Business Alliance (RBA) Code of Conduct, which is in line with the United Nations Guiding Principles on Business. We have also formulated and comply with the "Management Guidelines for Social Responsibility", Human Rights Due Diligence (HRDD) was also implemented.	None

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
regulations and the International Bill of Human Rights?			The Company strictly abides by the relevant laws and regulations of the "Labor Standards Act" and establishes "Work Rules" to ensure the labor rights and interests of employees. The Company's Administrative Division is responsible for keeping abreast of changes in labor laws and regulations, and updating management policies and systems in a timely manner to maintain compliance and labor protection. The Company has established internal regulations, including "Work Rules", "Sexual Harassment Prevention", and "Personnel Recruitment and Employment Management Procedures." Additionally, it has formed the "Greatek Electronics Gender Equality Working Committee" to develop "Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace". These measures explicitly affirm the protection of employee rights related to age, working hours, leave, and gender, ensuring that all colleagues receive appropriate support. To ensure that every employee fully understands their rights and interests as well as the Company's management policies and procedures, all employees of our Company participate in education and training on RBA and human rights-related courses. In 2025, a total of 4,502 people participated in education and training to strengthen employees' awareness of labor rights. According to the results of the internal and external audits conducted in 2025, the Company found no instances of child labor or forced labor, thereby demonstrating its commitment to human rights and labor rights.	
(II) Has the Company established and offered proper employee benefits (including compensation, leave, and	V		Greatek complies with laws and regulations including the Labor Standards Act in handling wages, work hours, leaves, retirement, and compensations for occupational hazards. Employee performance evaluation is conducted regularly, and annual salary adjustment procedures and employee compensation distribution procedures, have	None

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<tr><th rowspan="2">Fulfillment Item</th><th colspan="3">Implementation status</th><th rowspan="2">Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>other benefits) and reflected the business performance or results in employee compensation appropriately?</td><td></td><td></td><td>been formulated and serve as the standard for employee evaluation, salary adjustment, and incentives. Greatek adheres to the principle of sharing operational results with its employees, and Article 24 of the Articles of Incorporation stipulates that 9% to 15% of the pretax net profit before deducting employees’ compensations and Directors' remuneration will be allocated as employees' compensations, at least 60% of the total distributable annual amount shall be allocated as remuneration for non-executive employees. The scope of non-executive employees should be presented to the Board of Directors for resolution and regularly assessed to determine if any adjustments are necessary. Additionally, to inspire employees to strive for Greatek's operational objectives, Year-end Bonus Distribution Procedures and Incentive Bonus Distribution Procedures have been formulated.
To foster a positive work environment and raise awareness of gender equality among supervisors and employees, the Company is actively promoting diversity and inclusion in the workplace. More information on friendly workplace practices is available on the Greatek Company's website under the sustainable development section.
The Company's labor structure is mostly technical-based, and relevant positions account for 60.20% overall, followed by engineering personnel at 26.42%; managerial positions make up 7.06%, while administrative positions account for 6.32% overall. As of December 31, 2025, 56.66% of Greatek's total employees are female, while males account for 43.34%, Demonstrate gender-balanced employment policies.
<table>
<tr><th rowspan="3">Year</th><th colspan="6">Domestic</th></tr>
<tr><th colspan="3">Male</th><th colspan="3">Female</th></tr>
<tr><th>General employee</th><th>Sectional manager or</th><th>Divisional head or</th><th>General employee</th><th>Divisional head or</th><th>Divisional head or above</th></tr>
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<tr><th rowspan="2">Fulfillment Item</th><th colspan="3">Implementation status</th><th rowspan="2">Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof</th></tr>
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<tr><td>2023</td><td>1439</td><td>247</td><td>18</td><td>1450</td><td>19</td><td>1</td></tr>
<tr><td>2024</td><td>1461</td><td>254</td><td>20</td><td>1468</td><td>18</td><td>1</td></tr>
<tr><td>2025</td><td>1449</td><td>283</td><td>21</td><td>1499</td><td>22</td><td>1</td></tr>
</table>
<table>
<tr><td rowspan="3">Year</td><td colspan="6">Foreign</td><td rowspan="3">Total</td></tr>
<tr><td colspan="3">Male</td><td colspan="3">Female</td></tr>
<tr><td>General employee</td><td>Sectional manager or manager</td><td>Divisional head or above</td><td>General employee</td><td>Sectional manager or manager</td><td>Divisional head or above</td></tr>
<tr><td>2023</td><td>178</td><td>0</td><td>0</td><td>782</td><td>0</td><td>0</td><td>4134</td></tr>
<tr><td>2024</td><td>166</td><td>0</td><td>0</td><td>906</td><td>0</td><td>0</td><td>4294</td></tr>
<tr><td>2025</td><td>254</td><td>0</td><td>0</td><td>1102</td><td>0</td><td>0</td><td>4631</td></tr>
</table>
The average employee salary disclosed on the 2025 financial statements was NT$858 thousand. The average employee benefit expenditure reached NT$1,021 thousand in 2025.
Please refer to Employee Relations for details on benefit measures.</td><td></td></tr>
<tr><td>(III) Has the Company provided employees with a safe and healthy working environment and routinely conducted safety and health education for employees?</td><td>V</td><td></td><td>In accordance with the ISO 45001 Occupational Health and Safety Management Systems, the Responsible Business Alliance (RBA) Code of Conduct, and local regulations, the plants have established management organizations and conduct regular audits to effectively prevent accidents. Management systems cover all workers of a plant with the goal of "zero accidents."
<u>Verification Status</u>
The Company maintains ISO 45001 Occupational Health and Safety Management System certified (This Certificate is valid from 2025/5/13 until 2028/5/12), meaning it can effectively address issues that may cause long-term effects on workers' health or lead to accidents.</td><td>None</td></tr>
</table>

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
			Occupational Safety Self-Management The Company promotes occupational safety and health self-management measures, including pre-employment training, on-the-job training, and certification training. It controls potential hazards, providing employees with necessary protective measures and personal protective equipment. Its chemical management and workplace environmental monitoring involves emergency response procedures and annual fire and disaster rescue training. Occupational Hazard Prevention Greatek actively prevents occupational hazards and regularly affixes promotional posters at our sites and disseminates information on incidents of occupational hazards, The entire factory achieved a 100% RBA training completion rate in 2025. The company conducts annual worker health checkups to prevent and manage occupational injuries and diseases. On-site physicians also provide health education services: A three-hour employee safety and health training is given when each employee arrives on site; such trainings were given 9 times/month at Plants I and II, and once per month at Plant III. In addition, in line with applicable laws, an adequate number of first aid personnel and safety and health management personnel have been established at each site. In 2025, the disabling frequency rate (FR) of Gongyi Plant and Toufen were 0.15 and 0, respectively. There were 1 incidents of personnel occupational hazards, which involved 1 persons (accounting for 0.02% of the total number of employees as of December 31, 2025). In 2025, the Company did not experience any fire incidents or casualties, representing 0% of the total number of employees. To prevent injuries and fatalities caused by fires, the Company conducted 8 fire safety drills in 2025, with the participation of 493 individuals.	

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
(IV) Has the Company established an effective competency development career training program for employees?	V		Each year, in accordance with the Company's operational plan, an annual training program is developed, encompassing onboarding training, general knowledge courses, professional skills training, management courses, and language proficiency training. Upon joining the Company, new employees are provided with orientation training to help them become familiar with the Company's environment and systems. After onboarding, training blueprints are established based on different roles and job levels, covering general knowledge and professional competencies to enhance the skill development of employees at all levels. Training progress and outcomes are tracked and managed through a training system to ensure tangible training effectiveness. The scope and status of the annual training program are as follows: New employee training: A total of 144 sessions of new employee training were organized in 2025 to both national and foreign workers. Contents of these courses included Company history, management vision, corporate culture, ethical business standards, laws on labor rights and human rights, standards and systems, policies, green and environmental awareness, quality system, occupational safety and health, safety and threat awareness, a summary on manufacturing processes, and Greatek's environment and benefits and more. On-the-job training: All departments will submit training plans based on their respective learning needs in each year, and to provide professional functional trainings, internal experts within the departments will serve as lecturers (In 2025, a total of 2,172 training sessions were given). Internal training courses: By integrating the professional functional trainings and coordinating the needs from all departments, Greatek facilitates the organization of	None

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
			courses that include industry knowledge, quality and process, production management, employee development, and regulatory requirements and policy aspects (In 2025, a total of 55,931 persons were trained). External training courses: By factoring in the special nature of professional functions, the need to acquire new knowledge through professional seminars, and to train for professional licenses, external trainings are given in order to enhance relevant professional knowledge or to obtain licenses (In 2025, a total of 256 persons received external trainings). Technical assessment: Training for technicians, quality assurance (QA) personnel, trainers, sectional leaders and equipment engineer are based on operating certification trainings, through which we can achieve our goal of producing stable product quality (In 2025, a total of 7,252 persons received operating certificate training). Management training: In 2025, a total of 852 participants completed management training for trainers, foremen, engineering instructors, managers, and senior managers, The management course content includes on-the-job instruction, leadership skills, and employee care, as well as measures to prevent workplace bullying and sexual harassment., totaling 4,979 hours. The English training program had a total of 700 participants, totaling 1,400 hours of instruction.	
(V) Has the Company followed relevant laws, regulations and international guidelines for the customer health and	V		The Company has established the Customer Service Operating Procedures (QS-00-190). Upon receiving a customer service request, the business unit is required to complete a “Customer Service Request Form” and submit it to the responsible unit for assistance and completion, followed by a response to the customer. Greatek formulates	None

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
safety, right to privacy, and marketing and labeling of its products and services and set up relevant related consumer protection policies and grievance procedures?			product and process-related management procedures and standards in line with customer requirements to ensure that our products comply with international standards including RBA, RoHS 2.0, and REACH and Regulations, thereby ensuring that our products and services can meet customer needs. Customer Privacy To ensure that customer privacy will not be leaked, we have specified relevant rules regarding customer privacy and information as well as built comprehensive protection via our IT system, It is also ISO 27001:2022 certified. Customer Rights and Interests In terms of communication with customers, the Company conducts regular and ad hoc meetings, visits, audits, and customer satisfaction surveys to foster sound long-term cooperative relationships. Through these efforts, both parties seek to align their development objectives and social responsibility planning toward common goals. In 2025, the customer satisfaction rating result was 88.3 points. Complaint Channels and Procedures The Company has established the “Customer Complaint Handling Guidelines” (CS-00-001). Upon receiving a customer complaint, the Quality Assurance unit first investigates the circumstances of the incident and responds to the customer within 24 hours. A preliminary analysis report is then provided to the customer within five working days, followed by a comprehensive corrective action report. The Company also ensures the implementation of the corrective measures. In 2025, the on-time delivery rate for preliminary analysis reports exceeded 90%.	

<table>
<tr><th rowspan="2">Fulfillment Item</th><th colspan="3">Implementation status</th><th rowspan="2">Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>(VI) Has the Company established the supplier management policies requesting suppliers to comply with laws and regulations related to environmental protection, occupational safety and health or labor rights and supervised their compliance?</td><td>V</td><td></td><td>1.Greatek has formulated the Supplier and Contractor Management Guidelines, and through supplier selection, audit, and supplier CSR promotions and based on a collaborative model, we have formulated the requirements for various aspects ranging from environmental protection, occupational safety and health, labor rights and human rights, ethical standards, and ethical management in our supply chain.
2. Compliance is ensured through supplier audits and visits.
(1) 18 suppliers were audited in 2025, accounting for 21% of qualified suppliers. Audit results: all suppliers have passed the audits (80 points or above).
(2) Four new suppliers were added in 2025.
3.All suppliers that Greatek worked with in 2025 met the following criteria:
<table><tr><td rowspan="3">Supplier evaluation</td><td>Suppliers are required to pass the supplier evaluation and to comply with the Supplier Code of Conduct.</td></tr><tr><td>Raw material suppliers are required to obtain the ISO9001 Quality Management System certification, ISO 14001 environmental management system, and automotive-grade raw materials must be certified by IATF 16949 automotive industry quality management system.</td></tr><tr><td>Factory affairs and relevant operating contractors are required to comply with the requirements from “Contractor Occupational Safety and Health Management Guidelines (ES-00-255).</td></tr><tr><td>Supplier audit</td><td>Greatek has formulated an audit team of 5 that follows up on the improvement progress of suppliers’ deficiencies, thereby jointly enhancing quality and technologies, labor rights and strengthening environmental, safety, and health performance.</td></tr><tr><td>Supplier CSR promotional conference</td><td>Greatek organizes supplier CSR promotional conferences from time to time to convey our requirements for environmental protection, occupational safety and health, labor rights and human rights, ethical standards, and ethical management.</td></tr></table></td><td>None</td></tr>
</table>

<table>
<tr><th rowspan="2">Fulfillment Item</th><th colspan="3">Implementation status</th><th rowspan="2">Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>4. Implementation status of supplier management policies and compliance with relevant regulations in 2025:<table>
<tr><td rowspan="5">Supply Chain Management</td><td>Percentage of procurement meeting internationally recognized product responsibility standards, categorized by standard</td><td>100%</td></tr>
<tr><td>Number of suppliers audited</td><td>18 companies</td></tr>
<tr><td>Percentage of suppliers audited</td><td>21%</td></tr>
<tr><td>Audit items for supplier audits</td><td>Quality management, manufacturing management, supplier management, CSR</td></tr>
<tr><td>Audit results of supplier audits</td><td>All were approved</td></tr>
<tr><td>Risk Management Policy</td><td>Description of risk management related to the use of key materials</td><td>The Company has established a risk management mechanism for the use and procurement of key materials, covering risks such as supply stability, price fluctuations, and regulatory compliance. By utilizing multiple sources of supply, regularly reviewing supply conditions, and continuously assessing market and regulatory changes, the Company mitigates potential impacts on operations and ensures business continuity.</td></tr>
</table></td><td></td></tr>
<tr><td>V. Has the Company followed internationally recognized guidelines in preparation of reports such as its</td><td>V</td><td></td><td>The Company’s 2025 Sustainability Report was prepared with reference to the Core option of the 2021 GRI Standards for Sustainability Reporting issued by the Global Reporting Initiative (GRI) and aligns with the United Nations Sustainable</td><td>None</td></tr>
</table>

Fulfillment Item	Implementation status			Discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reasons thereof
	Yes	No	Summary	
Corporate Social Responsibility report to disclose non-financial information of the Company? Has the Company received assurance or certification of the aforesaid reports from a third party accreditation institution?			Development Goals (SDGs). Relevant information is publicly available in the "Sustainable Development" section of the Company's website.	

VI. If the Company has established the Sustainable Development practice principles based on the " Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies ", please describe any discrepancy between the Principles and their implementation:
The "Corporate Social Responsibility Practice Guidelines" have been revised by the Board of Directors on April 29, 2022 to the "Sustainability Practice Guidelines." The actual operations are consistent with the established guidelines.

VII. Any important information helpful to facilitate the understanding of ESG operations:
Please refer to instruction 1.

Instruction 1：Important information of ESG operations：（Data coverage includes all factory areas except subsidiaries.)

(I) Data and Implementation of Energy Saving Measures for Most Recent Two Years:

1. In line with the government's energy conservation and carbon reduction policy, Greatek has established our energy conservation goal to be 1% of the total power consumption. According to ISO14064:2018 Voluntary Greenhouse Gas Inventory Guidelines, Energy conservation of 1,831,592 KWh in 2025, carbon reductions have also reached 868.17 tons CO2e.
2. In response to climate change and the increasing scarcity of water resource, Greatek installed a process recovery system to recycle wastewater for reuse, thereby reducing the need for tap water in its processes. Greatek set an annual process wastewater recovery rate target of at least 30%. The Company will continue to advance its water-saving technologies and execution capabilities to strengthen the management of water resource utilization.
   In 2025, the volume of recycled processing wastewater has 604,606 ton, with a recovery rate of 31.72%, which is more than 30% higher than the target set in 2024, the amount recovered in 2025 increased by 78,183 tons compared to 2024.
   We will continue to build recycling system in 2026, and setting a target of achieving a wastewater recycling rate of over 30%.

	The verifying institutions	2024	The verifying institutions	2025	Change %
GHG emissions amount	TUV-Nord	136,060.3119 ton CO2e/year	TUV-Nord	155,681.8476 ton CO2e/year (Note)	14.09%
Tap water intake		1,127,116 tons		1,301,572 tons	15.48%
Processing water recycled		526,423 tons		604,606 tons	14.85%
Total water consumption		1,653,539 tons		1,906,178 tons	15.28%
Total energy consumption		788,400 GJ		839,367 GJ	6.45%
Power consumption		219,037,080 KWh		233,157,423 KWh	6.45%
Energy conservation		3,598,011 KWh		1,831,592 KWh	49.09%

(Note): The 2025 complete and reliable information will be disclosed in the sustainability report.

(II) The Company's energy consumption over the past two years

Category	Item	Consumption in 2024	Consumption in 2025
Direct Energy (A)	Natural gas	3,635	3,239
	Diesel fuel	2,169	2,205
	Gasoline	44	44
Indirect Energy (B)	Purchased electricity (Excluding renewable energy)	788,533	839,367
Non-renewable Energy (C)	(A) + (B)	794,382	844,855
Renewable Energy (D)	Solar energy	6,825	8,955
Total Energy (E)	(C) + (D)	801,207	853,810
Percentage of Renewable Energy (F)	(D) / (E)	0.85%	1.05%

(III) Greatek's Waste Management for the Most Recent Two Years

We continue to promote waste reduction and recycling programs to reduce impacts to the environment:

In 2025, cumulatively 2,222.23 tons of waste was generated from our production processes, in which hazardous waste merely accounted for 593.94 tons. A total of 516.96 tons of waste was recycled and reused, reaching a 23.26% of recycling rate, which is lower than the 25.30% recycling rate from the previous year and indicates our effort toward our continued goal toward waste reduction and recycling.

In 2024, cumulatively 1,875.15 tons of waste was generated from our production processes, in which hazardous waste merely accounted for 416.38 tons. A total of 474.50 tons of waste was recycled and reused, reaching a 25.30% of recycling rate.

Types of Waste (tons)	Treatment	2024	2025
Generic	Chemical	2.38	2.72
	Incineration	320.05	298.96

Types of Waste (tons)	Treatment	2024	2025
	Physical treatment	661.84	809.65
Hazardous	Chemical	194.37	280.16
	Incineration	98.91	147.70
	Physical treatment	7.16	13.86
	Solid	89.81	116.87
	Stabilizing treatment	10.89	17.05
	Cleaning/washing	15.24	18.30
waste was recycled and reused		474.50	516.96
Total		1,875.15	2,222.23

Revenue from recycling (NT$)	2024	2025
Scraps	57,083,153	66,385,297
Plastics	2,569,315	2,247,021
Paper	653,819	826,470
Miscellaneous	91,351	137,384

(IV) Intensity (calculated based on revenue; in thousands):

Items	2024	2025
Power Concentration (KWh/NT$K)	14.40	13.91
Water Concentration (Usage)/Revenue(NT$K)	0.0741	0.0777
Waste Concentration (Volume)/Revenue(NT$M)	0.00012	0.00010

(V) Greatek's biodiversity policy, commitments, and implementation status:

● Biodiversity Policy or Commitment

In 2024, Greatek established its biodiversity policy and committed to the following:

1. We adhere to the principle of biodiversity conservation and strictly avoid establishing factories or conducting operations in areas adjacent to

globally or nationally significant biodiversity zones.

2. We are committed to wastewater recycling and reuse with the aim of protecting biodiversity. This not only reduces the demand on natural water resources but also minimizes impacts on ecosystems, ensuring the quality of water and the health of aquatic organisms.
3. To mitigate the impacts of climate change on biodiversity, all purchased or self-generated renewable energy undergoes a biodiversity due diligence process to ensure minimal ecological impact.
4. In response to global green initiatives, we manage hazardous substances, strive for environmental pollution prevention, and continuously improve in accordance with customer requirements and domestic environmental regulations.
5. We promote waste classification, segregating waste into recyclable, hazardous, and general categories, and implement waste reduction and resource recycling policies to minimize environmental impact.
6. We implement green product management, establishing quality targets for Hazardous Substance Free (HSF) products. Measures are in place to prohibit environmentally harmful substances, incorporate green materials during process design, ensure that substances in manufactured products comply with international regulations and customer requirements, and reduce environmental impacts of our products.

● Specific actions taken and results achieved in implementing the policy or commitment in 2025

1. Greatek has complied with its biodiversity policy
   Result: Greatek fully recognizes the adverse impact of deforestation on biodiversity and has not established any factories or conducted operational activities in areas adjacent to globally or nationally significant biodiversity zones.
2. Committed to wastewater recycling and reuse with the aim of protecting biodiversity
   Results: In 2025, the process wastewater recycling rate reached 31.72%, with the recycled volume increasing by 78,183 tons compared with 2024.
3. All purchased or self-generated renewable electricity is subject to biodiversity due diligence to ensure minimal ecological impact.
   Result: In 2025, we purchased approximately 7.85 million kWh of green electricity, and self-generated solar power for self-consumption amounted to approximately 2.48 million kWh, reducing carbon emissions while minimizing ecological impact.
4. Continued promotion of "process digitization"
   Result: In 2025, the issuance of electronic invoices reduced paper usage by a total of 69,768 sheets.
5. Continued to implement waste reduction and recycling programs
   Result: A total of 516.96 Metric tons of waste was recycled and reused, with a recycling rate of 23.26%.
6. Promotion of green product management
   Result: Greatek has obtained IECQ QC 080000 and SONY GP (Green Partner) certifications.

(VI) Performance in Communicating with Stakeholders over Their Topics of Concern

Greatek collects topics related to sustainability based on the UN Sustainable Development Goals (SDGs), industry regulations and standards, industry benchmarks, and the organization's annual objectives. Representatives from each department communicate with stakeholders using various channels of stakeholder communications on a timely basis and as needed. Additionally, topics of stakeholders' concern have been compiled in reference to the GRI (Global Reporting Initiative) Standards.

Greatek reports to the Board of Directors the topics of stakeholders' concern and effectiveness of such communications on an annual basis.

Stakeholders and their significance to Greatek	Topics of concern	Communication channel/frequency	Communication channel/feedback method	2025 Communications Performance
Employees Most important asset; the driver to our productivity growth and foundation to our sustainable operations.	Sustainable performance Operational status Corporate governance Equal opportunity Safety and health Employee rights and interests Diversified workplace	Employment relations conference (quarterly) Employee mailbox (as needed) Internal/external website (from time to time) Employee Welfare Committee (quarterly)	Director Chen of Administration Division E-mail: ned@greatek.com.tw	☑ Organize employee health checkup (annually) ☑ 0 employee grievance ☑ Full participation in occupational health and safety training for at least 1hour
Customers Important business partners, fulfill customers' needs to create win-win situations	Customer relations management Product R&D and innovation Green operations Sustainable supply chain Legal compliance	Monthly Sales Report (monthly) Customer audit (from time to time) Customer service platform (from time to time) Customer satisfaction survey (annually) Quarterly customer business review meeting (quarterly)	Vice President Aaron from International Division E-mail: aaron@greatek.com.tw	☑ Customer satisfaction survey result has reached 88.3 points ☑ No incidents of customer complaint from breaching customer confidentiality
Suppliers Important partner and jointly pursue sustainable operation.	Environmental management Greenhouse gas emissions Employee rights and interests Technical skills and service Sustainable supply chain	Grievance mailbox (from time to time) Supplier audit (annually) Supplier management system (annually) Supplier questionnaire survey (annually)	Director Chen of Administration Division E-mail: ned@greatek.com.tw	☑ 100% of raw material procurement have met legal compliance requirements. ☑ Maintains 100% rate of not using conflict minerals. ☑ Supplier audit results reached 80 points or above.
Shareholders Persist in ethical operations and strive to achieve sustainable governance to create value for shareholders.	Corporate governance Sustainable performance Ethical management Risk management Legal compliance	Company website (monthly) Financial statements (quarterly) Shareholders' Meeting (annually) MOPS (from time to time) Communications meetings (monthly)	Spokesperson & CFO Kari Lin E-mail: karimlin@greatek.com.tw	☑ ROE for shareholders reached 10.52% ☑ No incidents of corruption or violation had occurred. ☑ Shareholders' Meeting to be convened before the end of May.
Governmental institutions Important driver behind	Legal compliance Environmental management Greenhouse gas emissions	Written correspondence (from time to time) Questionnaire survey and visits (from	Director Chen of Administration Division E-mail:	☑ Voluntarily conducted GHG inventories. ☑ Waste recycling and reuse

Stakeholders and their significance to Greatek	Topics of concern	Communication channel/frequency	Communication channel/feedback method	2025 Communications Performance
relevant sustainability policies.	Labor conditions	time to time) Project and initiatives (from time to time) Communications meetings/forums/seminars (from time to time)	ned@greatek.com.tw	reached 23.26%. ☑ The purchase amount of green products reached 10 million. ☑ Set carbon reduction target of 10% by 2030.
Communities Community engagement and care to build a harmonious relationship.	Green operations Social engagement Environmental management Occupational safety Employment opportunities	Company website (monthly) External communication mailbox (timely) Factory grievance hotline (timely) Community engagement and activities (from time to time) Visit residents and village/neighborhood chiefs in communities surrounding Greatek's operations (from time to time)	Director Chen of Administration Division E-mail: ned@greatek.com.tw	☑ Recycled 604,606 tons of processing wastewater. ☑ Saved 1% of electricity from power-saving measures. ☑ Donated to friend's of Miaoli Police Association. NT $30,000 ☑ Donated to Shanjia Neighborhood Watch at Zhunan Township. Donated NT$20,000 ☑ Donated supplies to Zhunan Township Office's "Warm Winter" initiative NT$80,000
Financial institutions Important driver behind relevant sustainability policies.	Ethical management Legal compliance and ethical regulations Corporate governance	Investors' Conference (semi-annually) Financial statements (quarterly) Company website (monthly) MOPS (from time to time) Company website (monthly)	Spokesperson & CFO Kari Lin E-mail: karimlin@greatek.com.tw	☑ Held two Investors' Conferences. ☑ Did not receive any whistleblowing report against unethical conduct.

Instruction II: In accordance with the principle of materiality, the Company conducts risk assessments on environmental, social, and governance (ESG) issues relevant to its operations, and formulates corresponding risk management policies or strategies as follows:

Material issue	Risk evaluation item	Description
Environmental	Environmental impact and management	1. Greatek evaluates the environmental impacts from our processing, service, and operating activities through identifying various environmental aspects and makes improvements, reductions, or replacements accordingly. This helps us to effectively reduce pollution emissions and our impacts on the environment. 2. Greatek has already implemented environmental management activities and are verified with ISO 14001 Environmental Management System. We also regularly obtain the necessary certifications. 3. By identifying the environmental aspects, we can evaluate the risk levels associated with production processes, services, and operating activities. Those with high levels of risk shall formulate management methods or improvements to reduce such risks. 4. To inspect the impacts from our operations, we regularly take inventories of our GHG emissions in line with the ISO 14064-1 standard. Greatek reviews results of carbon inventories and continues to implement carbon reduction measures. This helps us to effectively reduce the risk of Scope I emissions and the indirect emissions (Scope II) from electricity consumption. 5. In terms of regular and ad hoc updates to environmental laws, we undertake compliance evaluation to determine whether our processes, services, and activities comply with the applicable laws and regulations. 6. Internal Audit Office plans internal audit plan for the current period, and audits the status of compliance to relevant environmental laws from Greatek's relevant departments as well as the status of compliance from operating processes.
Social	Occupational safety	1. All plants and subsidiaries have received the ISO 45001 Occupational Health and Safety Management System certification in 2025. 2. Greatek conducts regular fire drills and occupational safety training in each year to develop the employees' emergency response and autonomous safety management skills.
	Product safety	1. All Greatek products comply with the governments' laws and policies, and we also comply with international standards including RBA, RoHS 2.0, and SVCH and more. 2. To ensure the quality of our customer service, we regularly and voluntarily initiate customer service satisfaction survey in each year to strengthen our partnership with the customers. 3. To transfer the risk of product liability, reduce financial loss and enhance product safety, we regularly file US$3 million in product liability insurance.
Corporate governance	Social, economic, and legal compliance	We make sure that all personnel and operations comply with relevant laws and regulations by building a governance organization and implementing the internal control mechanism in practice.
	Strengthening	1. A Chief Corporate Governance Officer has been established.

Material issue	Risk evaluation item	Description
	functions of the Board of Directors	2. An Independent Director shall not be in office for more than three terms. 3. Greatek files director's liability insurance for our Directors to protect them against litigations or claims.
	Stakeholder communications	1. Various channels of communication and point of contact have been established, and we actively communicate with stakeholders to reduce opposition and misunderstanding. 2. A Stakeholder section in both Chinese and English is available on Greatek's corporate website. 3. For status of communications with stakeholders, please refer to Performance in Communicating with Stakeholders over Their Topics of Concern.

Instruction III: Climate Information Disclosure by Listed Companies

1. Implementation of climate information.

Item	Implementation Status
1. Describe the Board of Directors and management's oversight and governance of climate risks and opportunities.	1. Greatek's Sustainability Development Committee of the Board of Directors serves as the highest organization for climate change management, and incorporates climate change issues into target and performance management. The task force is responsible for identifying and inventorying climate change–related risks and opportunities, as well as conducting assessment and management thereof, in order to enhance corporate resilience and capture market opportunities. It reports regularly to the Sustainability Development Committee.
2. Describe how the identified climate risks and opportunities affect the Company's business, strategy, and finances (short-term, medium-term, and long-term).	2. The Sustainability task force references climate-related financial disclosures to identify transformation, physical risks, and climate change opportunities on a regular basis based on "likelihood of occurrence" and "potential impact". The task force assesses the impact and financial implications of these risks and opportunities and develops short, medium, and long-term action plans.
3. Describe the financial impact of extreme weather events and transitioning actions.	3. Please refer to Description 2: Overview of Financial Impacts and Management Responses to Climate-Related Risks and Opportunities and the 2025 ESG Report.

Item	Implementation Status
4. Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.	4. Please refer to Description 2: Overview of Financial Impacts and Management Responses to Climate-Related Risks and Opportunities and the 2025 ESG Report.
5. If scenario analysis is used to assess resilience to climate change risks, describe its context, parameters, assumptions, analysis factors, and major financial impacts.	5. Please refer to Description 2: Overview of Financial Impacts and Management Responses to Climate-Related Risks and Opportunities and the 2025 ESG Report.
6. If there is a transition plan for managing climate-related risks, describe the plan as well as the indicators and targets used to identify and manage physical and transition risks.	6. Please refer to Description2: Overview of Financial Impacts and Management Responses to Climate-Related Risks and Opportunities and the 2025 ESG Report.
7. Describe the bases of pricing if internal carbon pricing is used as a planning tool.	7. In response to international trends regarding carbon reduction, green energy costs, carbon market prices, and regulatory requirements, the Company intends to propose an internal carbon pricing mechanism to enhance its climate resilience.
8. If climate targets are set, describe activities, scope of greenhouse gas emissions, schedule, annual progress, and other information involved. If carbon offsetting or renewable energy certificates (RECs) are used to achieve the targets, describe the source and quantity of carbon offset credits or the number of RECs.	8. Please refer to Greenhouse Gas Reduction Targets, Strategies, and Action Plans. ● Approximately 7.85 million kWh of renewable electricity was procured in 2025. ● In 2025, 2.48 million kWh of renewable electricity was self-generated and self-consumed from solar power. ● Solar power generation in 2025 increased by 30.8% compared to 2024. ● In 2025, self-generated and self-consumption solar power accounted for 1% of total electricity consumption.
9. Greenhouse Gas Inventory and Verification Status, along with Emission Reduction Targets, Strategies, and Action Plans (fill in 1-1 & 1-2)	9. Please refer to 1-1 and 1-2, Recent Two-Year Company Greenhouse Gas Inventory and Verification Status.

1-1 Recent Two-Year Company Greenhouse Gas Inventory and Verification Status

1-1-1 Greenhouse Gas Inventory Information

Please provide the emissions (in metric tons of CO2e), intensity (in metric tons of CO2e per million NTD), and scope of data coverage for greenhouse gases (GHG) in the past two fiscal years.

- All Plant Areas of the Company

	2024		2025	
	Total emissions Metric tons of CO2e per year	Density (Metric tons of CO2e per NTDM)	Total emissions Metric tons of CO2e per year	Density (Metric tons of CO2e per NTDM)
(Scope 1)	1,212.6688	0.0798	1,562.2526	0.0932
(Scope 2)	107,550.7476	7.0728	109,830.8116	6.5532
(Scope 3)	27,296.8955	1.7951	44,288.7825	2.6426
Total	136,060.3119	8.9477	155,681.8476	9.2890

- Subsidiary

	2024		2025	
	Total emissions Metric tons of CO2e per year	Density (Metric tons of CO2e per NTDM)	Total emissions Metric tons of CO2e per year	Density (Metric tons of CO2e per NTDM)
(Scope 1)	106.9745	0.6894	110.5961	0.6103
(Scope 2)	1,497.9789	9.6532	1,643.8111	9.0705
(Scope 3)	1,096.77	7.0677	946.1634	5.2209
Total	2,701.727	17.4103	2,700.5706	14.9017

Note 1: Direct emissions (Scope 1, which refers to emissions that originate directly from sources owned or controlled by the Company), energy indirect emissions (Scope 2, which refers to indirect greenhouse gas emissions from the input of electricity, heat or steam), and other indirect emissions (Scope 3, which refers to emissions generated from Company operation that are not indirect emissions from energy, but from emission sources owned or controlled by other companies).

Note 2: The greenhouse gas inventory standard adopted by the Company and subsidiaries is ISO 14064-1, issued by the International Organization for Standardization (ISO).

1-1-2 Greenhouse Gas Verification Information

Please provide a description of the verification status for the two most recent fiscal years up to the date of publication of the annual report. It should include information on the scope of verification, verifying institutions, standards of verification, and verification opinions.

- All Plant Areas of the Company

	2024	2025
Scope of verification	All factory areas, except subsidiaries	All factory areas, except subsidiaries
Verifying institutions	TUV-Nord	TUV-Nord
Standards of verification	14064-3：2018	14064-3：2018
Verification opinions	Direct emissions (Category 1) and indirect energy emissions (Category 2) are at a reasonable assurance level. Other Categories of Limited Assurance.	1. Direct emissions (Category 1) and indirect energy emissions (Category 2) are at a reasonable assurance level, Categories 3 to 6 are subject to limited warranty ratings. 2. Complete and reliable information will be disclosed in the ESG report.

- Information on subsidiaries will be fully disclosed in accordance with the schedule prescribed in the order issued under Article 10, Paragraph 2 of the Regulations.

1-2 Greenhouse Gas Reduction Targets, Strategies, and Action Plans

Please provide the base year of greenhouse gas reduction and its data, reduction target, strategies, specific action plans, and the progress made towards achieving the target.

Base year of greenhouse gas reduction	Year 2025 (Note 3)
Data of the base year of greenhouse gas reduction	113,147.4714 Metric tons of CO2e per year (Note 3)
Reduction target	Decrease by 0.5% compared to the previous year, assuming no increase in production capacity or equipment.
Reduction strategies	(1) Electricity saving ratio = 1% of the annual power demand. (2) Renewable energy comprises 0.5% of the overall electricity consumption. (3) Waste recycling (4) Carbon reduction targets: Scope 1 and 2, with 2025 as the base year. Goals of energy and carbon reduction:

	Short-term: 1.5% reduction by 2028 Mid-term: 10% reduction by 2030 Long-term: Achieve the goal of net-zero emissions by 2050
Specific action plans	(1) Self-generation and self-consumption: 2,479,694 kWh of renewable energy to be used in 2026. (2) Self-generation and self-consumption solar power plant (installed capacity: 5.8 MW), expected to supply 880,000 kWh of green electricity in 2026. (3) The average recycling volume of scrap materials will be 500,000 metric tons, while other recycled materials will average 7 million metric tons in 2026. (4) Process wastewater recycling rate to exceed 30% in 2026. (5) Replacement of two 450 RT magnetic bearing chillers in 2026. (6) Replacement of one dryer in 2026.
Progress made towards achieving the target	NA

Note 1: It should be implemented according to the schedule specified in the order outlined in Article 10, Paragraph 2 of these Guidelines.
Note 2: The Company is the parent entity of a TWSE/TPEx-listed company with paid-in capital between NT$5 billion and NT$10 billion.
Note 3: In 2026, the Company completed the greenhouse gas inventory for 2025, based on the boundary of the consolidated financial statements.

2. Overview of Financial Impacts and Management Responses to Climate-Related Risks and Opportunities

Category	Item	Scenario Assumptions	Potential Financial Impact (NT$/year)	Primary Impact on the Financial Dimension	Management Response Directions
Transition Risk	Carbon fee costs	Assumes the introduction of a carbon fee in 2026 at a rate of NT$300 per ton of CO_2e, with electricity consumption remaining the same as in 2025	Approximately NT$17.87 million (cost increase)	Cost of goods sold, operating cash flow	Enhance energy efficiency of processes and equipment; evaluate the adoption of renewable energy and internal carbon pricing mechanisms; incorporate carbon costs into investment and capacity expansion decision-making
Physical Risk	Water resource costs	Based on total water expenses of approximately NT$16.3 million in 2025, assuming a 10% increase	Approximately NT$1.63 million (cost increase)	Cost of goods sold, operating cash flow	Strengthen water conservation and reuse; optimize water efficiency in production processes; establish

Category	Item	Scenario Assumptions	Potential Financial Impact (NT$/year)	Primary Impact on the Financial Dimension	Management Response Directions
		due to drought conditions			contingency water supply and allocation plans under water shortage scenarios
Climate Opportunity	Revenue from low-carbon products and green processes	Increasing customer demand for low-carbon packaging and low-carbon manufacturing processes; independent classification of green revenue has not yet been established	Not quantified (qualitative disclosure)	Revenue, gross margin, brand value, and customer relationships	Develop low-carbon processes and product portfolios; collaborate with customers to adopt low-carbon labeling and certifications; establish identification and tracking mechanisms for green product revenue to facilitate future quantitative disclosures
Note: The above scenarios are illustrative sensitivity analyses based on actual operating data for 2025. The assumptions (e.g., carbon pricing, water tariff increases) are for explanatory purposes only to demonstrate the potential financial impacts of climate-related risks. Actual amounts may vary depending on future policy developments and market conditions.					

VII. Performance of Ethical Corporate Management and Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof

Evaluation item	Implementation status			Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
(I) Establishment of Corporate Conduct and Ethics Policy and Implementation Measures 1. Has the Company established the ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the Board of Directors and senior management to rigorous and thorough implementation of such	V		Greatek faithfully treats current customers and suppliers with honesty and integrity to develop long-term partnerships. We pursue sustainable operations through prudent and practical financing, and strive to innovate our core business and have set the most rigorous quality requirements in order to provide the best services. Therefore, our corporate ethos are founded on being "faithful, practical, innovative, and quality", and the Board of Directors have approved of and formulated "Ethical Corporate	None

Evaluation item	Implementation status			Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
policies?			Management Best Practice Principles" for compliance.	
2. Has the Company established a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities 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 the preventive measures specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	V		We have specified in our Code of Business Conduct and Ethics: (1) ethical management policy before engaging in business relations: ensure the method of business management of the counterparty is fair, transparent, and does not request, provide, or accept bribery through assessment and adopting proper audit procedures; (2) describe Greatek's Code of Business Conduct and Ethics to the counterparty; (3) prevent engaging in transactions with unethical counterparties; and (4) include ethical business conduct in procurement contract to prevent any unethical conduct.	None
3. Has the Company specified in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implemented them and review the prevention programs on a regular basis?	V		Greatek has specified the types of unethical conduct and benefits in the Code of Business Conduct and Ethics, and prohibited the provision or acceptance of improper benefits, the dedicated departments, the types of improper benefits prohibited, the procedures for handling the acceptance of improper benefits, procedures for prohibiting and handling of facilitating payments, the procedures for handling donations or sponsorships, and the conflict of interest and more. In addition, it also specifies the procedures for handling unethical conduct from Greatek's employees, an incentive/disincentive and grievance system, and the dedicated department shall report the unethical conduct, the handling method, and subsequent review and improvement measures to the Board of Directors. In 2025, there were no instances of employees being dismissed or subjected to disciplinary action due to corruption.	None
(II) Fulfilling ethical corporate management 1. Has the Company evaluated the integrity records of its property, and stipulated ethical conduct on its business transactions?	V		Greatek engages in business transactions based on the principle of equality, integrity, honesty, and transparency. To implement our ethical corporate management policy and to actively prevent unethical conduct, we conduct proper background check on new transaction counterparties	None

Evaluation item	Implementation status			Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			before engaging in transactions, which helps us to avoid transacting with unethical parties. In addition, we also specify the provisions of ethical corporate management in contracts we sign with transacting counterparties or when signing the RBA Code of Conduct Statement. Greatek reviews our procurement amount from suppliers in the previous year in every January. To actively prevent against unethical conduct, suppliers whose procurements reach NT$10 million are required to sign the “Statement of Ethical Business Conduct”. In 2025, a total of 90 suppliers meeting the aforementioned criteria signed the "Commitment Letter for Integrity in Business Conduct," representing approximately 96.8% of such suppliers. In 2025, there were no cases of contract termination or non-renewal resulting from corrupt practices.	
2. Has the Company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once every year) report to the Board of Directors the implementation of the ethical corporate management policies and prevention programs against unethical conduct?	V		Greatek's designated the Administration Division as the unit for promoting Ethical Corporate Management Best Practice Principles, the department also reports its promotions, supervision and implementation of the ethical corporate management policy to the Board of Directors on an annual basis. No unethical conduct has been found nor have any whistleblowing reports been received during the most current report for the last fiscal year to the Board of Directors on August 1, 2025. In 2024, there were no instances of employees being dismissed or subjected to disciplinary action due to corruption. Additionally, there were no cases of contract termination or non-renewal resulting from corrupt practices.	None
3. Has the Company established policies to prevent conflicts of interest and provided appropriate communication channels to implement policies properly?	V		Besides Ethical Corporate Management Best Practice Principles, Greatek has also specified the recusal of conflicts of interest in the Code of Ethics and Business Conduct and Employee Code of Ethics, and it has also been stipulated in the Work Rules and in our procurement contracts. Please refer to the implementation of recusal of Directors from voting due to conflicts of interest for details.	None

Evaluation item	Implementation status			Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
4. Has the Company established effective accounting systems and internal control systems to implement ethical corporate management and had its internal audit unit, based on the results of assessment of the risk of involvement in unethical conduct, devise relevant audit plans and audit the compliance with the prevention programs accordingly or entrusted a CPA to conduct the audit?	V		Greatek has appointed a large-scale accounting firm in Taiwan for auditing and verification matters, and the accounting firm and its CPAs verify our financial position and internal control through an independent stance while complying with legal regulations. Unethical conduct has been included into the internal control procedures for each department. Internal auditors will formulate annual Audit Plan based on risk evaluations, and regularly audit and report to the Audit Committee and the Board of Directors.	None
5. Does the Company regularly holds internal and external education and training on ethical corporate management?	V		Greatek publicly discloses the Code of Ethics and Business Conduct and Ethical Corporate Management Best Practice Principles on Company website and intranet, and every new employee shall sign a labor contract on their first day of employment, which stipulates that they adhere to the highest standards of integrity during their employment and prohibit all forms of corruption, extortion, blackmail, and misappropriation of public funds. They shall not provide or accept bribes or other forms of illegitimate gain. A total of 957 new employees signed the labor contracts in 2025. Please see Continuing Studies of Directors and Managerial Officers for external training.	None
(III) Operations of the corporate whistleblowing channel 1. Has the Company established a specific whistleblowing and reward system, set up convenient whistleblowing channels and designated appropriate personnel to the accused party?	V		Under the "Ethical Corporate Management Best Practice Principles", the Company has established a whistleblowing system, reporting procedures, and disciplinary measures for dishonest conduct by Company personnel. An independent reporting mailbox (ned@greatek.com.tw and a001@greatek.com.tw) has been established for use by both internal and external parties, with appropriate handling levels assigned according to the nature of the report. The whistleblowing procedure was made publicly available on the company's website.	None

Evaluation item	Implementation status			Discrepancy with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
2. Has the Company established the standard operating procedures for investigating reported misconduct, follow-up measures to be adopted after the investigation, and related confidentiality mechanisms?	V		Investigation procedures and confidentiality mechanisms have been formulated in the whistleblowing system, which is a part of the "Communications Management Procedures" and "Ethical Corporate Management Best Practice Principles".	None
3. Has the Company adopted protection against inappropriate disciplinary actions taken against the whistleblower?	V		To prevent unfair treatment or retaliations, whistleblower protection measures have been formulated in the whistleblowing system as part of the "Communications Management Procedures" and "Ethical Corporate Management Best Practice Principles". In 2025, the Administrative Division received 0 reports of dishonest conduct by company personnel.	None
(IV) Strengthening information disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company's website and Market Observation Post System (“MOPS”)?	V		Greatek discloses the "Ethical Corporate Management Best Practice Principles" and its implementation results on its website.	None
(V) If the Company has established its own Ethical Corporate Management Best Practice Principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx-Listed Companies", please describe any discrepancies between the prescribed best practices and the actual activities taken by the Company: The Company attaches great importance to honest management, and there is no difference between the actual operation and the established rules.				
(VI) Other important information to facilitate a better understanding of the Company's ethical corporate management policies (e.g. review and amend its policies): None.				

VIII Other material information that can enhance the understanding of corporate governance shall be disclosed:

(I) Continuing Studies from Directors and Managerial Officers

Title	Name	Training period	Organizer	Course name	Number of hours
Chairman	Boris Hsieh	2025/7/31	Taiwan Stock Exchange	2025 Summit on strengthening Taiwan's capital market	3.0
		2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
Director	D.K. Tsai	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025/5/14	Taiwan Institute of Directors	The new wave of U.S. tariffs: Survival strategies for suppliers	3.0
Director	J.S. Leu	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
Director	Y.C. Chi	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
Director	Jim Lin	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
Director	Ingrid Fu	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
Independent Director	Kevin H. Hsieh	2025/7/31	Taiwan Stock Exchange	2025 Summit on strengthening Taiwan's capital market	3.0
		2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
Independent Director	Chi-Yung Wu	2025/12/3	Taiwan Corporate Governance Association	Trends and risk management in digital technology and artificial intelligence	3.0
		2025/3/6	Taiwan Corporate Governance Association	ESG sustainability and cybersecurity strategies in list companies	3.0
Independent Director	Jiin-Chuan Wu	2025/8/7	Taiwan Corporate Governance Association	Responsibilities of Company, Directors, and Supervisors under the Securities and Exchange Act	6.0
		2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
Chief Corporate Governance Officer	Kari Lin	2025/7/9	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025/5/21	Taiwan Corporate Governance Association	Seminar on Improving Performance Evaluation of Boards and Functional Committees	3.0

Title	Name	Training period	Organizer	Course name	Number of hours
Accounting Manager	Kari Lin	2025/8/7~ 2025/8/8	Accounting Research and Development Foundation	Issuer, Securities Exchange, and Stock Exchange Accounting Supervisor Continuing Education Courses, Professional Training Courses	12.0

(II) Composition of the Board of Directors and Key Management Succession Plan and Related Operations

Greatek is a member of the PTI Group, which is forming its succession plan. On top of outstanding capability in forming business strategies, skills of logical analysis, and management skills, the successor must also be people-oriented and meet our corporate culture of honesty and integrity. The successor must achieve sustainable management through setting the goals of “having the best technical skills, quality, and service in the world”.

1. Succession Plan of Directors and Key Management

The succession plan of Greatek's Directors and key management officers are planned and implemented by parent Company Powertech Technology Inc. in accordance with the Group’s governance structure.

In the Group's succession plan, the successors must not only possess outstanding capabilities in formulating corporate strategies, logical analysis and management, but also have values that align with a human-oriented and integrous corporate culture that lead toward goals in sustainable management.

To enhance the professional capabilities of the succession team, the Group to appoint senior executives to serve as directors, supervisors, or managers in subsidiary companies to enhance strategic capabilities of business operations and build management experiences, As a talent pool for future members of the Board of Directors and key management positions.

Currently, five seats on the Company’s Board of Directors are held by senior executives appointed by the parent company under its succession planning. This arrangement ensures the continuity of the Group’s strategic direction and enables effective oversight of the Company’s operations.

2. Succession of corporate management vision and experiences from mid-tier and Senior Managerial Officers

(1). Systemized management vision and management experiences:

By having Senior Managerial Officers systemizing the management visions and their management experiences, and building proper core competencies, management skills, and function-specific systems, we can pass on and extend existing visions and experiences.

(2). Formulation and participation in key conferences

Mid-tier and senior executives will be further familiarized with the management core, learn management visions, and understand industry trends and Greatek's developmental plans and strategies by participating in management meetings, sales meetings, manufacturing meetings, production/sales meetings and R&D meetings and more.

3. Talent training and development plans

Greatek implements performance management through open performance evaluation system. The function of which has been revised to reflect on "prioritizing employee development over performance evaluation" to achieve the balanced objectives of both evaluation and developmental needs. Additionally, Greatek has also formulated

"Guidelines to Promotions toward Management Functions", which defines the basic criteria needed for each management role. When vacancies show up throughout the organization, Greatek will adopt a fair, just, and objective perspective to promote suitable management talent through internal recommendations.

IX. Internal Control System Execution Status

(I) Statement of Internal Control:

Please refer to the MOPS → Single Company → Corporate Governance→ Company Regulations/Internal Control → Statement of Internal Control (https://mops.twse.com.tw/mops/#/web/t06sg20)

(II) The CPA's review report shall be disclosed if any CPA is commissioned to review the ICS:

None.

X. Major resolutions adopted by the Shareholders' Meeting and the Board of Directors in 2025 and up to the publication date of this Annual Report:

(I) Disclosure of resolutions from Shareholders' Meeting on May 27, 2025 and their Implementations:

1. Adoption of 2024 Business Report and Financial Statements.
   Resolution: 413,230,638 votes in favor, accounting for 97.24% of all voting rights (424,928,343 votes). This proposal from the Board of Directors has been approved without amendment.

2. Adoption of 2024 Earnings Distribution.
   Resolution: 414,085,184 votes in favor, accounting for 97.44% of all voting rights (424,928,343 votes). This proposal from the Board of Directors has been approved without amendment.
   Implementation status:
   ① The 6th meeting from the 11th term of the Board of Directors convened on August 1, 2025 has approved of the ex-dividend date for cash dividend distribution as September 3, 2025, and the distribution date as September 24, 2025.
   ② Cash dividend of NT$3.0 per share was distributed on September 24, 2025 pursuant to the resolution from the Board of Directors.

3. Approved of the Amendment to the Company's Articles of Incorporation.
   Resolution: 413,373,765 votes in favor, accounting for 97.28% of all voting rights (424,928,343 votes). This proposal from the Board of Directors has been approved without amendment.
   Implementation status: In accordance with the Company's Articles of Incorporation, for the distribution of employee compensation for 2024, at least 60% of the total distributable annual amount shall be allocated as remuneration for non-executive employees, and the status of such distribution was reported to the Board of Directors on March 6, 2026.

(II) Major Resolutions from the Board of Directors

Board of Directors Meeting	Major resolutions
February 14, 2025 4th meeting from	Approved the 2024 remuneration for employees and Directors. Approved the 2025 Business Plan.

Board of Directors Meeting	Major resolutions
the 11th Board	Approved the 2024 financial statements. Approved the 2024 Annual Operating Report. Approved the 2024 earnings distribution plan. Approved the proposal to amend the internal control system. Approved the 2024 assessment on the effectiveness of internal control system" and "2024 Statement of Internal Control System". Approved appointment of 2025 CPA and evaluation on CPA's independence. Approved the retirement of the managerial officer. Approved to Acquire Securities. Approved the adopted the "Measures for the Management of Principles Employee Remuneration Distribution" in accordance with Article 14, Paragraph 6 of the Securities and Exchange Act, and defined the scope of the Company's non-executive employees. Approved the proposal for the amendment to the Company's “Articles of Incorporation”. Approved the convention of the 2025 Annual General Shareholders' Meeting.
April 22, 2025 5th Meeting from the 11th Board	Approved the 2025 First Quarter (Q1) financial statements. Approved the application for amount to be used toward engagement in transaction of forward exchange derivatives. Approved the credit lines from financial institutions.
August 1, 2025 6th Meeting from the 11th Board	Approved the 2025 Second Quarter (Q2) financial statements. Approved the 2024 ESG Report. Approved the credit lines from financial institutions. Approved established the ex-dividend date and distribution date of cash dividends for 2024. Approved the 2025 remuneration adjustment proposal for the Managerial Officers and various compensation packages.
October 31, 2025 7th Meeting from the 11th Board	Approved the 2025 Third Quarter (Q3) financial statements. Approved the Internal Audit Plan for the Year of 2026.
March 6, 2026 8th meeting from the 11th Board	Approved the 2025 remuneration for employees and Directors. Approved the 2026 Business Plan. Approved the 2025 financial statements. Approved the 2025 Annual Operating Report. Approved the 2025 earnings distribution plan. Approved amendment to the internal control system and Management Regulations. Approved the 2025 assessment on the effectiveness of internal control system" and "2025 Statement of Internal Control System". Approved appointment of 2026 CPA and evaluation on CPA's independence and suitability. Approved the annual evaluation of the scope of "non-executive employees" as defined in the Company's "Measures for the Management of Principles of Employee Remuneration Distribution". Approved the adopted the "Sustainability Development and Risk Management Committee Charter". Approved the appointment of members to the Sustainability Development and Risk Management Committee. Approved the convention of the 2026 Annual General Shareholders' Meeting.

XI. In 2025 and up to the publication date of the Annual Report, if any Directors have expressed any dissenting opinions with respect to a material resolution passed by the Board of Directors, which has been recorded or prepared as a written declaration, the principal content thereof shall be disclosed:
None.

Chapter 4 Information on CPA Fees:

Unit: NTD thousands

CPA firm	Name of CPAs	Audit Period	Audit fee (Note 1)	Non-audit fee(Note 2)	Total	Remarks
Deloitte Taiwan	CPA Cheng-Chih Lin CPA Su-Li Fang.	From January 1, 2025 to December 31, 2025	2,910	Tax compliance audit, Review of Annual Report for Shareholders' Meeting, Printing fees, Bonded inventory count/audit , TP audit and etc. totaling 1,356	4,266	

Note: Audit fee refers to service fee paid to external auditor regarding the audit and review of financial statement.

(I) If the CPA firm is replaced and the audit fee paid in the replacement year is lower than the audit fee in the previous year, the amount of the audit fee before and after the replacement shall be disclosed and the reason:

None.

(II) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed:

None.

Chapter 5 Information on Replacement of CPAs: Where Greatek Changed CPA During the Last Two Years and the Period After That, the Following Matters Shall Be Disclosed:

I. Regarding the former CPAs

Date of Replacement	March 6, 2026		
Reason for Replacement and Explanation	Internal adjustment of the accounting firm The former CPAs were CPA Cheng-Chih Lin and CPA Su-Li Fang		
Statement on whether the authorizing party or the CPA terminated or declined the engagement	Situation / Counterparty	CPA	The Authorizing Party
	Voluntarily terminated the engagement	-	-
	Declined (further) engagement	-	-
The opinion and reason for issuing an audit report expressing other than an unqualified opinion during the 2 most recent years	No		
		-	Accounting principles or practices

Different opinions from the issuer	Yes	-	Disclosure of financial statements
		-	Scope or procedure of auditing
		-	Other
	No	V	
	Description：Not Applicable		
Other disclosures (Where Subparagraph 1-4 to Subparagraph 1-7, Paragraph 6, Article 10 of the Regulations shall be disclosed)	No		

II. Regarding the succeeding CPAs

CPA firm	Deloitte Taiwan
Name of CPAs	CPA Ming-Yuan Chung and CPA Su-Li Fang
Date of Engagement	Approved by the Board of Directors on March 6, 2026
Subjects discussed and the consultation results with the newly engaged CPAs regarding the accounting treatment of or application of accounting principles to a specified transaction, or the type of audit opinion that might be rendered on the Company's financial report prior to the formal engagement	Not Applicable.
Written views from the successor CPAs regarding the matters on which they did not agree with the former CPAs	Not Applicable.

III. The former CPA's reply to Subparagraph 1 and Subparagraph 2-3, Paragraph 6, Article 10 of the Regulations:

Not applicable.

Chapter 6 Company Chairman, President, or Any Managerial Officer in Charge of Finance or Accounting Matters in the Most Recent Fiscal Year Holding A Position at the Company's CPA Accounting Firm or at an Affiliated Enterprise of Such Accounting Firm:

None.

Chapter 7 Equity Transfer or Changes of Equity Pledged by Directors, Managerial Officers, and Shareholders with 10 Percent Shareholdings or More in the Most Recent Year and Up to the Date of Publication of the Annual Report:

I. Regarding the Changes in Equity of Chairman, Managers and Shareholders

Please refer to the MOPS → Single Company → Equity Changes/Securities Issuance → Equity transfer information inquiry → The Company on Changes in Shareholdings by Insiders
(https://mops.twse.com.tw/mops/#/web/query6_1)

Please refer to the MOPS → Single Company → Equity Changes/Securities Issuance → Pledge or release of insider stock →Announcement on the establishment or release of pledge of insider stocks
(https://mopsov.twse.com.tw/mops/web/STAMAK03_1)

II. Information on share transfer to affiliated enterprises: None.

III. Information on changes in equity pledge to affiliated enterprises: None.

Chapter 8 Relationship Information on the Company's Ten Largest Shareholders who are Related Parties or Relatives within the Second Degree of Kinship

As of March 28, 2026

Name	Shares held in person		Shares held by spouse and minor children		Shareholding by nominee arrangement		The titles or names and relationships of the top ten shareholders who are affiliates, spouses, or relatives within the second degree of kinship.		Remarks
	Shares	Shareholding ratio%	Shares	Shareholding ratio%	Shares	Shareholding ratio%	Title	Relationship	
Powertech Technology Inc. Company Representative: D.K. Tsai	244,064,379	42.91	-	-	-	-	None	None	
	0	0	-	-	-	-	None	None	
Taiwan Bank in custody for Yuanta Taiwan High Dividend Low Volatility ETF	24,048,000	4.23	-	-	-	-	None	None	
Chang Gung Medical Foundation Company Representative: Ruei-Huei Wang	9,735,000	1.71	-	-	-	-	None	None	
	0	0	-	-	-	-	None	None	
Su-Yu Wu	9,500,000	1.67	-	-	-	-	None	None	
Capital Taiwan Select Premium Active Exchange Traded Fund	8,180,000	1.44	-	-	-	-	None	None	
Chang Wah Electromaterials Inc. Company Representative: Hung, Chuen Sing	5,832,000	1.03	-	-	-	-	None	None	
	0	0	-	-	-	-	None	None	
Hung-Wei Venture Capital Co., Ltd. Company Representative: Po-Jen Yeh	5,823,602	1.02	-	-	-	-	None	None	
	0	0	-	-	-	-	None	None	
Chiu-Hsia Yang	5,731,763	1.01	-	-	-	-	None	None	
Siou-Mei Hu	4,365,000	0.77	-	-	-	-	None	None	
Jun-Zhong Zheng	4,173,000	0.73	-	-	-	-	None	None	

Chapter 9 Total Number of Shares Held by the Company, its Directors, Managerial Officers, and Companies Directly or Indirectly Controlled by the Company:

Unit: shares/ %

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
Get-Team Tech Corp.,	7,796,498	97.46%	0	0	7,796,498	97.46%

Note: Investment using Equity Method Evaluation.

Capital Overview

Chapter 1 Capital and Shares

I. Sources of Capital

Unit: 1,000 shares; NT$1,000

Month/Year	Issue Price (Per Share)	Authorized capital		Paid-in capital		Remarks			
		Shares	Amount	Quantity	Amount	Sources of capital		Capital increase by assets other than cash	Other
02/1983	10	100	1,000	100	1,000	Total capital at incorporation		None	-
06/1984	10	1,000	10,000	1,000	10,000	Capital increase by cash	9,000	None	-
07/1986	10	2,000	20,000	2,000	20,000	Capital increase by cash	10,000	None	-
08/1987	10	3,000	30,000	3,000	30,000	Capital increase by cash	10,000	None	-
09/1988	10	4,000	40,000	4,000	40,000	Capital increase by cash Capital increase by retained earnings	4,000 6,000	None	-
11/1995	10	60,000	600,000	18,000	180,000	Capital increase by cash	140,000	None	MOEA (85) No. 120246 on January 17, 1996
04/1996	10	60,000	600,000	30,000	300,000	Capital increase by cash	120,000	None	Tai-Cai-Zheng- (1) No. 20596 on March 26, 1996
07/1997	10	60,000	600,000	60,000	600,000	Capital increase by cash	300,000	None	Tai-Cai-Zheng- (1) No. 42708 on May 30, 1997
07/1998	10	200,000	2,000,000	121,375	1,213,750	Capital increase by cash Capital increase by retained earnings	400,000 213,750	None	Tai-Cai-Zheng- (1) No. 46158 on May 27, 1998
07/1999	10	200,000	2,000,000	149,481	1,494,809	Capital increase by retained earnings	281,059	None	Tai-Cai-Zheng- (1) No. 60663 on July 5, 1999
06/2000	10	200,000	2,000,000	184,282	1,842,819	Capital increase by retained earnings Capital surplus	310,640 37,370	None	Tai-Cai-Zheng- (1) No. 42525 on May 16, 2000
07/2001	10	390,000	3,900,000	223,672	2,236,722	Capital increase by retained earnings	393,903	None	Tai-Cai-Zheng- (1) No. 140400 on June 26, 2001
08/2002.	10	390,000	3,900,000	237,382	2,373,820	Capital increase by retained earnings	137,098	None	Tai-Cai-Zheng- (1) No. 139597 on July 16
08/2003	10	390,000	3,900,000	267,823	2,678,230	Capital increase by retained earnings	304,407	None	Tai-Cai-Zheng- (1) No. 1322024 on July 17
01/2004	10	390,000	3,900,000	268,626	2,686,263	Conversion of convertible bonds	8,036	None	MOEA No. 09301010410 on January 19
04/2004	10	390,000	3,900,000	285,946	2,859,462	Conversion of convertible bonds	173,199	None	MOEA No. 09301068910 on April 27
07/2004	10	390,000	3,900,000	286,743	2,867,426	Conversion of convertible bonds	7,964	None	MOEA No. 93020243050 on July 29

Month/Year	Issue Price (Per Share)	Authorized capital		Paid-in capital		Remarks			
		Shares	Amount	Quantity	Amount	Sources of capital		Capital increase by assets other than cash	Other
09/2004	10	390,000	3,900,000	319,603	3,196,028	Conversion of convertible bonds Capital increase by retained earnings	29,346 299,256	None	MOEA No. 09301175420 on September 21 Tai-Cai-Zheng- (1) No. 132638 on July 21
01/2005	10	390,000	3,900,000	325,028	3,250,279	Conversion of convertible bonds	54,251	None	MOEA No. 09401010480 on January 18
05/2005	10	390,000	3,900,000	327,425	3,274,246	Conversion of convertible bonds	23,967	None	MOEA No. 09401075860 on May 2
07/2005	10	390,000	3,900,000	327,631	3,276,311	Conversion of convertible bonds	2,065	None	MOEA No. 094020242870 on July 14
09/2005	10	490,000	4,900,000	366,810	3,668,102	Capital increase by retained earnings	391,791	None	FSC(1) No. 0940127168 on July 6
10/2005	10	490,000	4,900,000	370,632	3,706,325	Conversion of convertible bonds	38,223	None	MOEA No. 09401206040 on October 17
01/2006	10	490,000	4,900,000	372,132	3,721,325	Conversion of convertible bonds	15,000	None	MOEA No. 09501008350 on January 16
04/2006	10	490,000	4,900,000	372,193	3,721,927	Conversion of convertible bonds	602	None	MOEA No. 09501066890 on April 20
07/2006	10	490,000	4,900,000	372,475	3,724,751	Conversion of convertible bonds	2,824	None	MOEA No. 09501148210 on July 17
09/2006	10	490,000	4,900,000	421,246	4,212,459	Capital increase by retained earnings	487,708	None	FSC(1) No. 0950129104 on July 7
10/2006	10	490,000	4,900,000	421,553	4,215,530	Conversion of convertible bonds	3,071	None	MOEA No. 09501233690 on October 17
01/2007	10	490,000	4,900,000	425,099	4,250,989	Conversion of convertible bonds	35,459	None	MOEA No. 09601010340 on January 16
09/2007	10	600,000	6,000,000	474,230	4,742,303	Capital increase by retained earnings	491,314	None	FSC(1) No. 0960037711 on July 19
09/2008	10	600,000	6,000,000	519,556	5,195,556	Capital increase by retained earnings	453,253	None	FSC(1) No. 0970037456 on July 24
09/2009	10	600,000	6,000,000	540,338	5,403,379	Capital increase by retained earnings	207,822	None	FSC(Fa) No. 0980037015 on July 23
04/2010	10	600,000	6,000,000	541,103	5,411,029	Exercise of employee stock option	7,650	None	MOEA No. 09901075700 on April 26
09/2010	10	600,000	6,000,000	541,235	5,412,349	Exercise of employee stock option	1,320	None	MOEA No. 09901207440 on September 14

Month/Year	Issue Price (Per Share)	Authorized capital		Paid-in capital		Remarks			
		Shares	Amount	Quantity	Amount	Sources of capital		Capital increase by assets other than cash	Other
09/2010	10	600,000	6,000,000	552,057	5,520,569	Capital increase by retained earnings	108,221	None	FSC(Fa) No. 0990038283 on July 22
11/2010	10	600,000	6,000,000	552,888	5,528,879	Exercise of employee stock option	8,310	None	MOEA No. 09901256230 on November 16
04/2011	10	600,000	6,000,000	553,538	5,535,379	Exercise of employee stock option	6,500	None	MOEA No. 10001073230 on April 14
04/2012	10	600,000	6,000,000	554,038	5,540,379	Exercise of employee stock option	5,000	None	MOEA No. 10101065010 on April 13
04/2013	10	600,000	6,000,000	554,073	5,540,729	Exercise of employee stock option	350	None	MOEA No. 10201066700 on April 12
05/2013	10	600,000	6,000,000	554,125	5,541,249	Exercise of employee stock option	520	None	MOEA No. 10201088280 on May 13
01/2014	10	600,000	6,000,000	568,846	5,688,459	Exercise of employee stock option	147,210	None	MOEA No. 10301007440 on January 15

As of March 28, 2026; Unit: shares

Type of shares	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Ordinary share	568,845,921	431,154,079	1,000,000,000	Shares of listed Company

Note: Greatek did not offer and issue securities by shelf registration.

II. List of Substantial Shareholders

As of March 28, 2026

Shareholding / Name of substantial shareholder	Shares held (in number of shares)	Shareholding ratio (%)
Powertech Technology Inc.	244,064,379	42.91%
Taiwan Bank in custody for Yuanta Taiwan High Dividend Low Volatility ETF	24,048,000	4.23%
Chang Gung Medical Foundation	9,735,000	1.71%
Su-Yu Wu	9,500,000	1.67%
Capital Taiwan Select Premium Active Exchange Traded Fund	8,180,000	1.44%
Chang Wah Electromaterials Inc.	5,832,000	1.03%
Hung-Wei Venture Capital Co., Ltd.	5,823,602	1.02%
Chiu-Hsia Yang	5,731,763	1.01%
Siou-Mei Hu	4,365,000	0.77%
Jun-Zhong Zheng	4,173,000	0.73%

Ⅲ. Dividend Policy and Implementation Status

(I) Dividend policy in the Articles of Incorporation:

The Company's dividend policy is based on a balanced dividends principle in line with the Articles of Incorporation. Fitting with the Company's long-term development plan, the overall business environment, and the industry growth status, the Company must take into account its capital needs and expansions as well as the Shareholders' rights and interests. Considering all circumstances, a mix of cash and share dividends will be distributed, in which the cash dividend ratio shall be no less than 30% of the total dividends to be distributed.

Pursuant to our dividend policy, dividend distribution accounts for 50% to 80% of the current year's net income. In 2026, a resolution of a cash dividend distribution that accounts for 69.7% of 2025's net income is proposed for approval at the Shareholders' Meeting.

(II) Appropriation of dividends proposed at the Shareholders' Meeting:

1. On March 6, 2026, the Board of Directors has approved of cash dividend of NT$1,706,537,763, based on the current 568,845,921 shares outstanding, each share will be distributed with NT$3.0.
2. If the subsequent amendment from competent authority, repurchasing of Greatek's shares, transfer and retirement of treasury stocks, issuance of new common shares for cash, convertible bonds, or other factors that affect the number of shares in circulation take place, leading to a change of shareholders' distribution rate, the Board of Directors will be authorized to adjust it accordingly.
3. Upon resolution from the Shareholders' Meeting, the cash dividend is calculated based on the shares held by the shareholders recorded in the register of shareholders on the ex-dividend record date and is rounded down to the nearest dollar based on the distribution ratio. The fractional amounts are aggregated and recognized in Greatek's other income.

(III) Any expected material changes to the dividend policy should be further explained.

None.

IV. Effect of allocation of dividends proposed at the Shareholders' Meeting on the operational performance of the Company and the Earnings per Share:

The proposal regarding earnings distribution, depending resolution from the Shareholders' Meeting, is to distribute NT$3.0 of cash dividend per share. No share dividend will be issued.

V Employee and Directors' Remunerations:

(I) Proportion or scope of employee and Directors' remuneration as stated in the Company's Articles of Incorporation:

Pursuant to provisions in Article 24 of the Articles of Incorporation: The Company shall appropriate 9% to 15% of the net income before tax of the fiscal year as employees' compensations and no more than 3% as remuneration for Directors. In the event that the Company has accumulated losses, profit shall first be used to offset accumulated losses.

The preceding compensations for employees may be distributed in shares or cash, and employees may include the employees of the Company's controlled companies meeting specific requirements set out by the Board. In addition, at least 60% of the total distributable annual amount shall be allocated as remuneration for non-executive employees. The scope of non-executive employees should be presented to the Board of Directors for resolution and regularly assessed to determine if any adjustments are necessary. The above remuneration to the employees may be allotted in cash or shares, eligible personnel includes employees at subsidiaries that meet the

requirement by the Board. The above remuneration to the Directors can only be in cash.

The preceding two paragraphs shall be determined by the resolution of Board of Directors and reported to the Shareholders' Meeting.

(II) Basis used for employee and Directors' remuneration for the year, basis used for calculating the number of shares distributed as employee remunerations, and the accounting treatment in case of variances between the actual distribution and the estimates:
The basis of estimation for the employee and Directors' remunerations lies in Article 24 of the Articles of Incorporation. If there is a change in the amounts after the date of publication of the financial statements, the variances shall be treated as a change in the accounting estimate in the following year.

(III) Information on any approval by the Board of Directors regarding distribution of remuneration:

1. Employee remunerations will be distributed in cash or shares, and Directors' remunerations in cash. If there is any discrepancy between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the treatment shall be disclosed:
On March 6, 2026, the Board of Directors has approved of distribution of employees and Directors' remunerations for 2025.

Item	Amount	Ratio of distribution based on Articles of Incorporation
Employee cash remuneration	330,618,013	10%
Directors cash remuneration	66,123,602	2%

The proposed distribution of remunerations with the amounts listed in the 2025 financial statements and there are no discrepancies.

The appropriation of remuneration for entry-level employees for 2025 shall be submitted to the Remuneration Committee for review upon completion of the performance evaluation process, and subsequently to the Board of Directors for resolution. In accordance with regulations, the information shall be made public on the MOPS within two days after the board resolution.

2. The amount of any employee remuneration distributed in shares, 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 reports or individual financial reports for the current period and total employee compensation:
Greatek does not distribute share dividends to employees in 2025.

(IV) The actual distribution of employee and Directors' remuneration in the previous year (including the number, amount and share price of shares appropriated), the deviation between the actual allocation and the estimated figures, if any, and cause and treatment thereof:
On February 14, 2025, the Board of Directors has approved of, and it was announced at the Shareholders' Meeting on May 27, 2025, that NT$68,311,860 and NT$341,559,298 would be distributed as Directors' and employees' remunerations, respectively. There was no discrepancy found between the actual distributions and the amounts recognized in the 2024 financial statements.

VI. Share repurchases:
None.

Chapter 2 Corporate Bonds:

None.

Chapter 3 Preferred Shares:

None.

Chapter 4 Overseas Depository Receipts:

None.

Chapter 5 Employee Stock Options:

None.

Chapter 6 Restricted Employee Shares:

None.

Chapter 7 Status of New Shares Issuance in Connection with Mergers and Acquisitions

None.

Chapter 8 Implementation of Capital Utilization Plan

None.

Operational Highlights

Chapter 1 Business Activities

I. Scope of Business

(I) Primary business and services

1. The manufacturing, testing, packaging, and trading business of all kinds of integrated circuit (IC).
2. The design of the preceding business.
3. Bidding and quotation business of products from domestic and foreign IC manufacturers.
4. Import and export business related to IC products.
5. F401021 Telecommunications Control RF Equipment Input Industry
6. In addition to the approved scope of business, the Company may engage in all businesses except those which are otherwise prohibited or restricted by law.

(II) Ratio of major products/services

In Year 2025 Unit: NT$ thousands

Item	Net operating revenue	Revenue Proportion
Packaging	14,048,705	83.80%
Testing	2,715,508	16.20%
Total	16,764,213	100.00%

(III) The Company's current products (services):

Currently, the Company's major products (services) can be divided into packaging and testing services:

1. Packaging products (services) include:
   (1) Traditional Lead Frame Packaging (P-DIP, TO, SOT, SO, SSOP, TSSOP, QFP/LQFP, and TQFP)
   (2) Quad Flat No-Lead Packaging (QFN)
   (3) Bumping
   (4) Stack Die and Side by Side
   (5) Ball Grid Array Packaging and Land Grid Array Packaging (BGA,LGA)
   (6) Redistribution Layer (RDL)
   (7) Wafer Level Chip Scale Packaging (WLCSP)
   (8) Flip Chip CSP, Flip Chip Packaging QFN, SOP, SOT.
   (9) IC Molded Interconnected Substrate (MIS)
   (10) System in a Package (SiP) FC-CSP products.
2. Testing services include Wafer Testing and Final Testing products.

(IV) New products and services in development:

(1) FCCSP under fill products.
(2) FCCSP / WBCSP exposed die products.
(3) Substrate 32/45um thick Cu products.
(4) WB QFN Wire Bonding> 750 wires product manufacturing capability.
(5) 2.5 / 3.0 mil Copper Wire products manufacturing capability.
(6) SiC automotive products.
(7) AI system for process recipe.

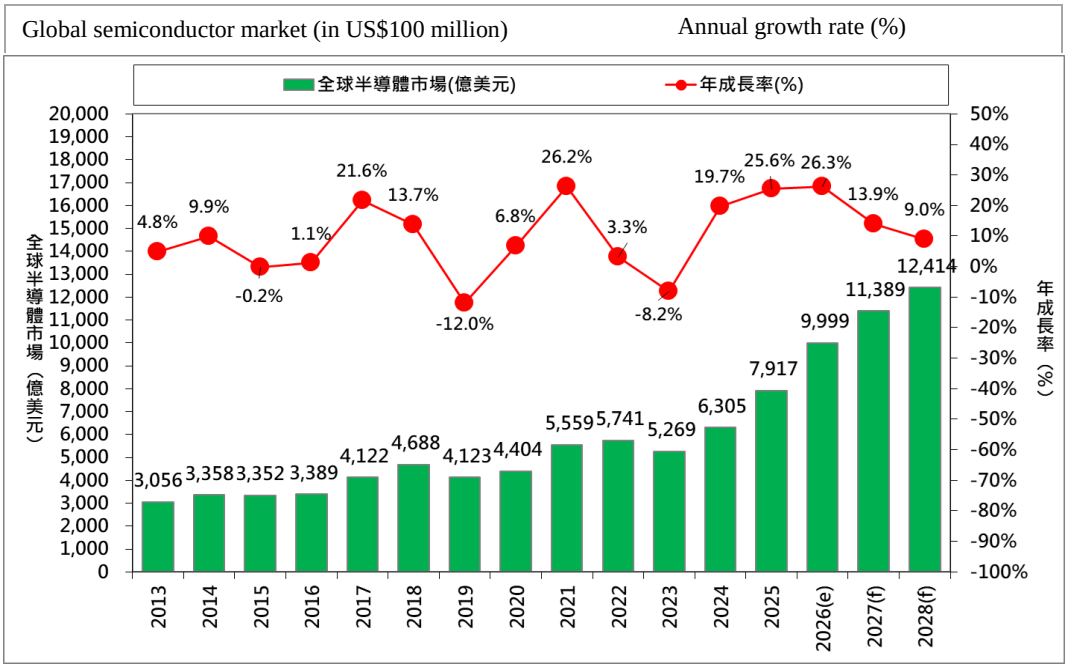
II. Industry Overview:

(I) Semiconductor Market

1. 2025 global semiconductor sales data:

Based on statistical data from WSTS, the annual global sales of semiconductor industry reached US$791.7 billion, showing a 25.6% increase from 2024;
A total of 1.0517 trillion units were sold, showing a 10.4% increase from 2024;
And ASP was US$0.753, showing a 14.3% increase from 2024.
Among them:
The US semiconductor market sales reached US$254.7 billion, grew 30.5% YoY;
Japan's semiconductor market sales reached US$44.5 billion, decline 4.7% YoY;
The European semiconductor market sales reached US$54.5 billion, grew 6.3% YoY;
And Asia's semiconductor market sales reached US$438 billion, grew 30.7% YoY;

Global semiconductor market sales



Source: World Semiconductor Trade Statistics (WSTS) and Industry, Science & Technology International Strategy Center (ISTI), Industrial Technology Research Institute (ITRI) (February 2026)

2. Global semiconductor market trends in 2026

According to predictions from major market research or research institutions, the global semiconductor market is expected to resume its growth in 2026. According to forecasts by the International Monetary Fund, the global economic growth rate is projected to reach 3.3% in 2026. Meanwhile, International Data Corporation and the World Semiconductor Trade Statistics estimate that the global semiconductor market will grow by 11% and 26.3% year over year, respectively, in 2026, maintaining strong double-digit growth momentum.

3. Taiwan's semiconductor sales data in 2025

In 2025, Taiwan's IC industry had reached NT$6.5225 trillion (US$209.1 billion), showing a 22.7% increase from 2024. Among them:
The output of IC design industry had reached NT$1.4245 trillion (US$45.7 billion), showing a 12.0% increase YoY;
The IC manufacturing industry had reached NT$4.3869 trillion (US$140.6 billion), showing a 28.3% increase YoY;

The IC packaging industry had reached NT$482.5 billion (US$15.5 billion), showing a 14.0% increase YoY;
And the IC testing industry had reached NT$228.6 billion (US$7.3 billion), indicating 14.2% increase YoY.
The exchange rate of the New Taiwan Dollar (NTD) to the US Dollar is set at 31.2.

●Statistical results of Taiwan's IC industry output value in 2025

in NT$100 million	25Q1	QoQ %	YoY %	25Q2	QoQ %	YoY %	25Q3	QoQ %	YoY %	25Q4	QoQ %	YoY %	2025	YoY %	26Q1 (e)	QoQ %	YoY %
IC industry output value	14,888	-0.4%	27.6%	15,994	7.4%	25.9%	16,697	4.4%	20.6%	17,646	5.7%	18.1%	**65,225**	**22.7%**	18,063	2.4%	21.3%
IC design industry	3,620	8.4%	20.6%	3,595	-0.7%	15.0%	3,490	-2.9%	7.2%	3,540	1.4%	6.1%	**14,245**	**12.0%**	3,600	1.7%	-0.6%
IC manufacturing industry	9,683	-2.8%	34.6%	10,686	10.4%	32.4%	11,372	6.4%	26.8%	12,128	6.6%	21.7%	**43,869**	**28.3%**	12,567	3.6%	29.8%
Wafer foundry	9,261	-3.3%	37.2%	10,219	10.3%	34.4%	10,806	5.7%	27.0%	11,407	5.6%	19.1%	**41,693**	**28.5%**	11,806	3.5%	27.5%
Memory and other manufacturing	422	8.2%	-5.0%	467	10.7%	0.2%	566	21.2%	23.9%	721	27.4%	84.9%	**2,176**	**23.8%**	761	5.5%	80.3%
IC packaging industry	1,069	-3.7%	8.3%	1,155	8.0%	13.0%	1,252	8.4%	12.4%	1,349	7.7%	21.5%	**4,825**	**14.0%**	1,297	-3.9%	21.3%
IC testing industry	516	-2.4%	6.3%	558	8.2%	15.3%	583	4.5%	15.4%	629	7.9%	19.1%	**2,286**	**14.2%**	599	-4.8%	16.2%
IC product output value	4,042	8.4%	17.3%	4,062	0.5%	13.1%	4,056	-0.1%	9.2%	4,261	5.1%	14.3%	**16,421**	**13.4%**	4,361	2.3%	7.9%

Source: Taiwan Semiconductor Industry Association (TSIA) and Industry, Science & Technology International Strategy Center (ISTI), Industrial Technology Research Institute (ITRI) (February 2026)

4. Taiwan's semiconductor industry prospects for 2026

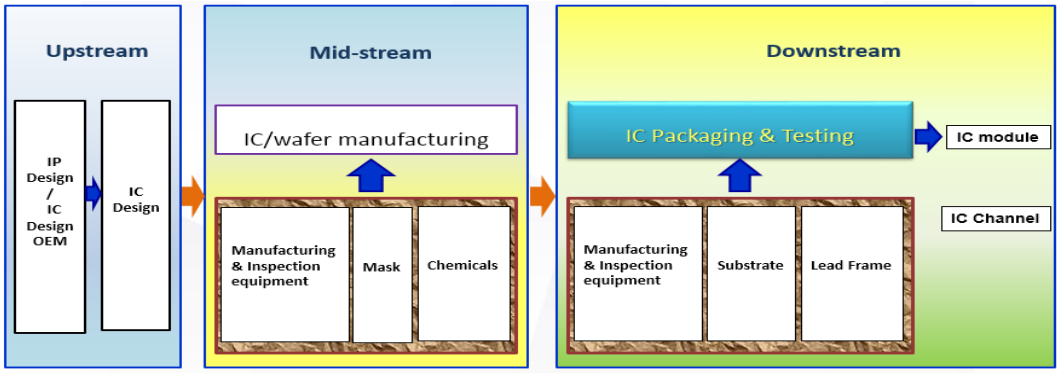
Taiwan Semiconductor Industry Association (TSIA) have predicted that Taiwan's IC industry output value will reach NT$7.715 trillion in 2026, showing a 18.3% increase over 2025. Among them:
The output of IC design industry is expected to reach NT$1.5214 trillion, increase 6.8% YoY;
The output of IC manufacturing industry is expected to reach NT$5.4339 trillion, increase 23.9% YoY.
The output of IC packaging industry is expected to reach NT$516.3 billion, increase 7.0% YoY;
And the output of IC testing industry is expected to reach NT$243.4 billion, increase 6.5% YoY.

●Taiwan's IC industry output value from 2022 to 2026

in NT$100 million	2022	2022 YoY%	2023	2023 YoY%	2024	2024 YoY%	2025	2025 YoY%	2026 (e)	2026 (e) YoY%
IC industry output value	48,370	18.5%	43,428	-10.2%	53,151	22.4%	65,225	22.7%	77,150	18.3%
IC design industry	12,320	1.4%	10,965	-11.0%	12,721	16.0%	14,245	12.0%	15,214	6.8%
IC manufacturing industry	29,203	31.0%	26,626	-8.8%	34,195	28.4%	43,869	28.3%	54,339	23.9%
Wafer foundry	26,847	38.3%	24,925	-7.2%	32,438	30.1%	41,693	28.5%	51,317	23.1%
Memory and other manufacturing	2,356	-18.2%	1,701	-27.8%	1,757	3.3%	2,176	23.8%	3,022	38.9%
IC packaging industry	4,660	7.0%	3,931	-15.6%	4,233	7.7%	4,825	14.0%	5,163	7.0%
IC testing industry	2,187	7.7%	1,906	-12.8%	2,002	5.0%	2,286	14.2%	2,434	6.5%
IC product output value	14,676	-2.3%	12,666	-13.7%	14,478	14.3%	16,421	13.4%	18,236	11.1%
Global semiconductor market (in US$100 million) & Growth rate (%)	5,741	3.3%	5,269	-8.2%	6,305	19.7%	7,917	25.6%	9,999	26.3%

Source: TSIA; Science & Technology International Strategy Center (ISTI), Industrial Technology Research Institute (ITRI) (February 2026) Note: (e) indicates estimate.

5. Industry upstream, midstream, and downstream correlations within the semiconductor industry supply chain



Source: http://ic.gretai.org.tw/introduce.php? ic=D000, Greatek

(II) Product development trends and competition

The global semiconductor industry has been rapidly changing and evolving in recent years. New applications are continuously being developed, and new products are continuously launched to gain new ground. In order to retain existing market shares, various processes and technologies are utilized to lower the costs of existing products. As the sizes of electronic products become even smaller, the development trend for IC packaging models tend to opt for surface adhesion. During this evolutionary process, it has also become mainstream practices for lead frames to become optimally short bond wires, multiple leads, thin profile and custom-made.

1. IC packaging

   Based on the types of integrated circuit packaging as classified by Taiwan Semiconductor Industry Association (TSIA), the growth in traditional QFP, DIP, SOP/SOJ, PLCC, and TO have more or less slowed, while the QFN/Lead frame-type continues to benefit from end-user mobile devices and will continue to grow at an accelerated pace for the next couple of years. As the electronic system products are becoming lighter, thinner, energy-saving, affordable, and faster, the packaging models with the best development opportunities are: COLQFN, FCQFN, Multiple Row QFN, FIWLP, FOWLP, FCBGA, TSV, and 3D IC. Additionally, the trend of integration between Logic IC and Memory IC has also become more apparent.

2. IC testing

   In terms of testing, the long-term goal constantly pursued by testing providers is to test the most number of products in the shortest time frame by using the most suitable testing equipment. The development of multi-die testing is a crucial way to enhance testing productivity while effectively reducing costs. Also, testing providers can save manpower and time by coordinating with customers' one-stop shop demand. The provision of turnkey service is another fairly important competitive niche. In line with the development of lighter and smaller IC packages, the provision of high-speed, high lead count and highly reliable automated IC testing equipment can reduce human errors, leading to more satisfactory quality and lead time services. This is the long-term objective for IC testing.

3. Competition

   Greatek's packaging industry competitors include ASE, SPIL, OSE, and Lingsen, while domestic testing competitors include Sigurd, KYEC, and ChipMOS. There are also a number of competitors from China, including JCET, Tianshui Huatian, Nantong Fujitsu, and UNISEM, who have competed for orders from domestic and foreign customers with low pricing strategy. In addition, the Chinese government is encouraging its semiconductor industry through offering investment incentives

such as lease and tax subsidies, helping its wafer OEM, IC design, and packaging/testing industries to penetrate the market with low prices and threatening the existing equilibrium of industry chain.

III. Technology and R&D Overview:

(I) Technology and R&D Overview

1. R&D Strategies:
   As low-end packaging and testing capacity is gradually shifting to lower-cost regions, Taiwan's semiconductor packaging and testing industry has been moving toward higher value-added and higher technological-threshold development. In response to the rapid growth of applications such as artificial intelligence (AI), high-performance computing (HPC), automotive electronics, and industrial control, the Company continues to focus on the R&D and mass-production capability development of advanced packaging and high-reliability packaging processes. The mass-production introduction of FC, CSP, and SiP packaging products serves as the core development strategy, with continued advancement toward high pin-count, fine-pitch, multi-die, and high-thermal-dissipation packaging architectures.

2. Expenses:
   The R&D expense in 2025 was approximately NT$321 million, accounting for 1.9% of the revenues. R&D expense in 2026 will maintain their 2025 level.

(II) Technologies or products developed in recent years:

With the rapid expansion of AI and high-performance computing applications, the demand for higher-speed signal transmission, increased power density, and enhanced thermal dissipation capabilities in chips continues to rise, driving growing demand for advanced packaging and system-in-package solutions. The Company not only continues to develop new technologies, but has also completed process validation for multiple packaging products and successfully introduced them into mass production, effectively enhancing the overall added value of its product portfolio.

In recent years, the Company's major products and technologies developed and successfully introduced into mass production are as follows:

● Introduction and mass production of FC, CSP, and Sip packaging products

The Company has completed the process development and reliability validation of advanced packaging products, including FC BGA / LGA, CSP, and SiP (System in Package), and has successfully introduced them into mass production. These products have been applied in AI, HPC, automotive, and industrial control fields, featuring high pin count, high integration, and high reliability.

● High-reliability packaging processes for ICs used in AI, automotive, and industrial control applications

To address the long-term high-load operational requirements of AI and automotive electronics, the Company has enhanced package structure design, material selection, and process control in order to improve product stability and service life under high-temperature, high-power, and harsh operating environments.

● Mass-production applications of advanced materials and high-thermal-dissipation packaging technologies

In response to the thermal dissipation requirements of AI and high-power

devices, the Company has introduced new packaging materials and process technologies. These technologies also comply with environmental regulations such as the EU RoHS Directive and have been applied in mass-produced products.

● Introduction of smart manufacturing and cost optimization technologies for mass production

By integrating automation equipment with process data analysis, the Company has progressively introduced process optimization and smart manufacturing technologies to improve production yield, reduce unit costs, and enhance production line stability.

(III) Future R&D strategies and objectives

1. The key future R&D priorities and application-oriented directions are described as follows

(1) Expansion of mass production for FC, CSP, and SiP packaging products

The Company will continue to strengthen its mass production capabilities for FC, CSP, and SiP packaging products to support the needs of high pin-count, high-frequency and high-speed signal transmission, and multi-die integration, while also meeting the growing trend toward system integration and modular design.

(2) Proactive deployment of FC Exposed Die high thermal dissipation packaging products

With the increasing demand for thermal efficiency from AI accelerators, high-power computing chips, and power devices, the Company will actively develop FC Exposed Die packaging structures. Through direct die heat dissipation design, this approach effectively reduces package thermal resistance and enhances thermal performance, and will be applied to AI computing chips, high-power ICs, and third-generation semiconductor (SiC)-related products.

(3) Development of integrated design capabilities for high thermal dissipation materials and packaging structures

By integrating high thermal conductivity packaging materials, optimized package structure design, and thermal simulation analysis technologies, the Company will continue to improve thermal performance and reliability in high thermal density applications to support the packaging needs of AI, HPC, and high-power applications.

(4) Extension of SiP and Hybrid packaging into modular and system integration applications

The Company will continue to promote the application of SiP and Hybrid packaging products in multifunctional modules by integrating computing, power, and passive components, thereby enhancing product added value and market competitiveness.

Through the above application-driven R&D deployment, the Company will progressively establish an advanced packaging technology platform featuring high thermal dissipation, high reliability, and high integration capabilities. In alignment with customers' product introduction schedules for AI, high-performance computing, and high-power applications, the Company will

provide differentiated packaging solutions.

2. Description of sources of major technologies
With the rapid growth in demand for AI and advanced packaging, packaging formats and their applications continued to diversify. The technical strategy of the Company was centered on internalizing core packaging technologies and mass-production process capabilities, and it continued to strengthen system integration and reliability design capabilities.

The major sources of the Company's key R&D technologies include:
- High-speed signal and electrical analysis.
- Thermal flow and heat dissipation simulation analysis.
- Multi-die and SiP system integration design.
- Package structure, reliability, and stress analysis.

In addition to in-house R&D, the Company also acquires key technologies through industry-academia collaborations and strategic alliances with the Industrial Technology Research Institute, domestic and overseas universities and colleges, as well as material and equipment suppliers. The Company also continuously monitors the latest development trends in AI and advanced packaging technologies

IV. Short and Long-term Business Development Plans:

(I) Long-term R&D (2-to-3-year projects)
The Company’s long-term R&D strategy will center on Bumping technology combined with multi-die assembly and system-in-package (SiP), with continuous advancement toward highly integrated, lightweight, ultra-thin, and high-performance packaging products. With the rapid growth of applications such as AI, high-performance computing, and edge computing, end products are placing increasingly stringent requirements on package size, performance, and functional integration. Accordingly, the Company will continue to invest in the R&D of relevant advanced packaging technologies.

The key long-term R&D priorities include:
- Developing Bumping and multi-die integrated packaging technologies to enhance system integration and functional density.
- Continuously optimizing package structure design to meet the product trend of being light, thin, short, and compact.
- Collaborating with system manufacturers and key customers to jointly develop SiP and high-performance packaging products that meet application requirements.
- Progressively introducing advanced packaging processes and key technologies to expand product applications and market scale.

Through long-term technology deployment and the introduction of advanced manufacturing processes, the Company aims to strengthen its competitiveness in the high value-added packaging market and continuously enhance its operational growth momentum and profitability.

(II) Short-term R&D (1-to-2-year projects)
The Company’s short-term R&D plan will focus on advancing the mass production of advanced packaging products and introducing key process technologies. Priority will be given to products with clear market demand and strong mass-production potential, while accelerating process maturity and production scale-up in line with customers’ new product launch schedules.

The key short-term R&D priorities include:

- Promotion of the mass production plan for FCCSP packaging products
  Actively advancing the mass production plan for FCCSP (Flip Chip Chip Scale Package) products, strengthening process stability, yield performance, and capacity allocation to support the demand from AI, automotive, and high-performance applications for high pin-count and miniaturized packaging.

- Development of FC Exposed Die high thermal dissipation packaging products
  In response to the strong demand from AI, high-performance computing, and high-power devices for superior thermal performance, the Company is developing FC Exposed Die packaging structures, focusing on reducing package thermal resistance and optimizing heat dissipation paths, while conducting feasibility verification and application development in coordination with customer projects.

- Continuous introduction of diverse packaging processes for SiP and hybrid products
  Continuing to promote process optimization and production introduction for SiP WB + FC hybrid packaging products, and developing customized packaging processes in line with customers' requirements for multi-component and modularized products.

- Further enhancement of Turn Key services integrating packaging and testing
  Integrating resources across packaging, testing, wafer dicing and tape-and-reel processes, while simultaneously building an advanced testing platform to strengthen testing capabilities for high-speed, high-frequency, and mixed-signal devices. This will further promote the turnkey integrated outsourcing business model, improve mass production introduction efficiency, and enhance customer service value.

Chapter 2 Market and Industry Overview

I. Market Analysis

(I) Sales region of major products

In 2025, most of Greatek's packaging and testing OEM customers are from the domestic IC design industry, who account for approximately 60.11%, while exports account for 39.89%. The Asia accounted for 16.94% of export customers, followed by Americas with 13.23%, Europe with 9.71% and Africa with 0.01%.

(II) Market share

In 2025, Taiwan's IC packaging and testing industry's output value has reached NT$711.1 billion, representing a 14.0% increase over 2024. Greatek's 2025 revenues reached NT$16.764 billion, with a market share of 2.36%.

(III) Future market demand and supply and growth potential

Looking forward to the IC packaging and testing industry in 2026, the semiconductor market is expected to maintain the strong momentum observed in 2025. The demand for Artificial Intelligence (AI) and High-Performance Computing (HPC) is anticipated to rise steadily, driving continued growth in semiconductor sales. The Directorate-General of Budget, Accounting and Statistics estimates that this year's economic growth rate may exceed 7.71%. TSIA and ITRI predict that the output value of Taiwan's packaging and testing industry will reach NT$759.7 billion in 2026, representing a 6.8% increase compared to 2025.

(IV) Competitive niche

On top of continuing to focus on Lead Frame Packaging technologies and catering to the expanded needs of domestic and foreign customers, Greatek will also actively compete for customers home and abroad, including IDM and Fabless ones. We will develop new products and technologies related to Bumping, and gradually introduce new processes for Wafer Level Packaging (WLP) and Packaging for BGA, LGA, Flip Chip, fan-in WLP, and SiP to meet the new product process requirements of domestic and foreign customers. In terms of testing, we will continue to cater to the domestic testing needs on existing testing platforms, and continue to introduce High-End Testing machines to provide testing services for Radio Frequency (RF) applications and mixing signal devices. Moreover, we will also actively introduce Bumping Wafer Testing and Strip Testing. Greatek will also continue to integrate our R&D department, recruit high-performing talents and technical management personnel. In the future, we will provide new packaging technologies and testing functions on a timely basis. Turn-key is Greatek's competitive advantage. Currently, more than half of our monthly output are turn-key orders. This procedure is a value-added service that is fast, efficient, and flexible, helping customers to achieve faster response and market launch.

(V) Favorable and unfavorable future development factors and countermeasures

1. Favorable factors

(1) Greatek has complete product lines and continue to expand capacity in order to reach economies of scale.

After years of development, we have achieved a comprehensive product mix with complete product lines, and we are continuing to expand our production capacity, enabling a fair share and position at the market. We can satisfy all customer demand, and have reached economies of scale, helping us to gain competitive grounds.

(2) Provision of turn-key services

On top of IC packaging, Greatek also provides wafer testing, finished product testing, and tapping & reel services to meet the customers' needs for one stop service. By providing turn-key processes, we can attract more customers.

(3) Successful product and process R&D results enabled Greatek to provide more comprehensive services

Greatek has always been committed to researching and developing new products and processes to respond to customer needs and market changes. We actively develop new products and technologies and are gradually introducing new processes, such as Flip Chip Packaging (BGA, LGA, and Flip Chip), and fan-in WLP and DPS packages, enabling us to cater to the product develop needs from domestic and foreign customers.

(4) Increased number of suppliers and expanded procurement scale leading to enhanced competitiveness

We have been continuing to expand our production capacity and scale in recent years to achieve even more economies of scale, thereby reducing material costs. In addition, we are partnering with suppliers to integrate our procurement capacity and to realize funding and management synergies, thereby fully increasing our industry competitiveness.

(5) Approaching customers, building a close relationship, providing a timely and satisfactory service to customers.

Most of the semiconductor manufacturing and design companies are located in northern Taiwan, especially in Hsinchu Science Park. Greatek is located in Zhunan which is in close proximity to northern Taiwan and a mere 20-minute drive from Hsinchu Science Park. This enables us to achieve excellent and timely services whether in terms of communicating with customers, technical exchange, or product

delivery. In turn, we established close customer relations. By providing fast and satisfactory services, we will be better positioned to acquire more customers.

(6) Solid management team and technical team enabling Greatek to counter future expansion needs and challenges

After years of experience, Greatek has developed and formed a solid management team and technical team. We have built good management visions and consensus, good communications framework, operating system, and solid manufacturing and management technologies, enabling us to face and to respond to any future expansion need and challenge.

2. Unfavorable factors

(1) Low entry barrier to Traditional Lead Frame Packaging could lead to a large number of competitors and price wars

Countermeasures: Improve process and enhance the level of automation to increase productivity. Strengthen R&D capability and introduce new materials and seek for alternative materials and processes such as copper and silver bonding to reduce production costs. Continue to strengthen supplier management to achieve more competitive prices from concentrated procurement and improve competitiveness.

(2) Large packaging service providers get the lion's share of market share, posing significant market threat

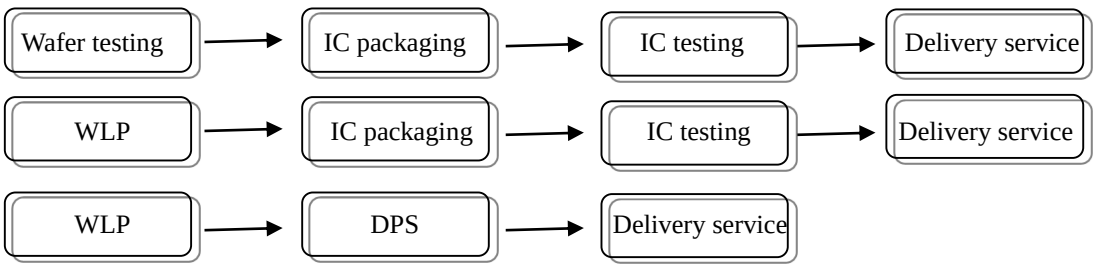
Countermeasures: To continuously enhance competitive advantage to be on par with or even to exceed the strengths of large-scale competitors and to overcome their threat. Moreover, Greatek can acquire new customers and new markets through niche products, thereby building and expanding customer trust and the basis of long-term partnership, thus creating new market opportunities. Additionally, we will also attract international customers to maintain annual business growth and to diversify the risk of sales concentration.

II. Major Applications and Processes of Major Products

1. Key applications of major products:

Major product	Key applications
Integrated Circuit (IC) Packaging and Testing Services	Packaged and tested IC are widely used in: computers, Internet, communications, and consumer electronics products; including laptop computers, tablets, smartphones, functional phones, wearable devices, smart appliances, set-top boxes, automotive electronics, Industrial control electronics, digital cameras, game consoles, the Internet of Things (IoT), and Data center and more.

2. Production process



III. Status of Supply of Primary Materials

The primary materials in IC package include Lead Frames, Epoxy Molding Compound (EMC), gold wire, Palladium Coated Copper wire (PCC), and silver paste, etc., and the most consumed of which is the Lead Frame. Approximately 43% of lead frame is purchased from domestic sources, while the rest comes from China, Malaysia, and Japan. EMC is purchased from domestic and Japan, while the gold wire comes from Singapore and Korea. PCC is purchased from the Philippines, Taiwan, and Korea, while silver paste is purchased from suppliers in Japan, China, USA and Korea.

Major suppliers:

Name of primary material	Main source of supply	Status of supply
Lead frame	Sinko (Japan); Advanced Assembly Materials International Ltd (China, Malaysia); Fusheng Electronics Corporation (Taiwan); MITSUI HIGH-TEC (TAIWAN) CO., LTD. (Taiwan); Chang Wah Electromaterials Inc. (Taiwan)	The supply of raw materials is stable.
Epoxy molding compound (EMC)	Chang Wah Electromaterials Inc. (Taiwan); Resonac International (Taiwan) Co., Ltd. (Japan)	The supply of raw materials is stable.
Gold wire	TANAKA (Singapore); MK (Korea)	The supply of raw materials is stable.
Palladium coated copper wire (PCC)	Nippon Micrometal Corporation Philippines (Philippines); MK (Korea); TANAKA (Taiwan)	The supply of raw materials is stable.
Silver paste	Chang Wah Electromaterials Inc. (Japan); Ablestik (China) ; Henkel（USA、Korea）; Resonac (Japan)	The supply of raw materials is stable.

III. Name of Customer and Purchase (Sales) Amount and Ratio for Any Customer whose Order has Accounted for More than Ten Percent of Annual Sales (Purchases) in any of the Most Recent Two Years:

1. Information on major suppliers for the most recent two years

Unit: NT$ thousands

	2024				2025			
Item	Name	Amount	Percentage to annual net purchases (%)	Relationship with the issuer	Name	Amount	Percentage to annual net purchases (%)	Relationship with the issuer
1	Company A	462,863	11.77	None	Company A	575,419	11.46	None
2	Company B	437,403	11.12	None	Company B	675,590	13.45	None
3	Company C	408,496	10.39	None	Company C	540,199	10.76	None
	Others	2,624,183	66.72	-	Others	3,230,005	64.33	-
	Net purchases	3,932,945	100.00	-	Net purchases	5,021,213	100.00	-

Note1: Description of increase/decrease: No significant impact.

Note2: As of the date of publication of the annual report, no financial information for 2026Q1 reviewed by the independent auditors is available.

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

Unit: NT$ thousands

	2024				2025			
Item	Name	Amount	Percentage to annual net sales (%)	Relationship with the issuer	Name	Amount	Percentage to annual net sales (%)	Relationship with the issuer
1	Others	15,213,240	100.00	-	Others	16,764,213	100.00	-
	Net sales	15,213,240	100.00	-	Net sales	16,764,213	100.00	-

Note1: Description of increase/decrease: No significant impact.
Note2: As of the date of publication of the annual report, no financial information for 2026Q1 reviewed by the independent auditors is available.

Chapter 3 Employee Status

Number of Employees for the Most Recent Two Fiscal Years and as of the Date of Publication of the Annual Report

Year		2024	2025	As of March 31, 2026
Number of employees	Direct employee	2,431	2,614	2,567
	Indirect employee	1,861	2,017	2,044
	Total	4,292	4,631	4,611
Average age		36.5	36.5	37.4
Average year of service		8.96	8.69	8.85
Distribution ratio of educational level %	Ph.D.	0	0	0
	Master’s degree	6.3	6.3	6.4
	College/university degree	67.8	69.1	69.4
	Senior high school	18.4	17.8	17.5
	Below senior high school	7.5	6.8	6.7

Chapter 4. Environmental Expenditures

Total amount of losses (including compensations and violations against environmental laws found during results of environmental protection audits, for which the date of penalty, number of penalty letter, legal provisions that were violated, content of the violation, and content of penalties shall be disclosed)

Caused by environment pollution, and current and future probable losses and countermeasures in the most recent year as of the publication date of the Annual Report; in case a reasonable estimate cannot be provided, the description of the fact that cannot be reasonably estimated shall be provided.

1. Total losses and penalties caused by environmental pollution in the most recent year and as of the date of publication of the Annual Report:

Date of penalty	October 3, 2025
Penalized by	Environmental Protection Bureau, Miaoli County Government
Penalty Letter No.	30-114-100001 / 30-114-100002
Reason for penalty and legal basis	Legal basis: Article 7, Paragraph 1 of the Water Pollution Control Act.
Facts violated	Wastewater discharge did not meet the discharge standard limits
Content of penalty	A fine of NT$270,000 / A fine of NT$105,000.
Improvement and preventive measures	System modifications have been completed, and improvements to water-quality monitoring have been completed

2. Current and future probable losses and countermeasures:
   Greatek has passed and received the ISO14001 2015 Environmental Management System Certification (This Certificate is valid from 2024/6/14 until 2027/6/13.) in 2018, and we will manage the pollutions and waste generated from production activities through this management system. We will strengthen legal compliance and practices of the pollution prevention equipment and waste recycling and reuse. To show our commitment to do more for the environment, the "Environmental Policy" has been formulated and serves as the highest guiding principle over environmental management.

Types of Environmental Expenditure	2025	2026	2027	2028
Environmental expense (NT$ thousand)	49,650	54,000	54,000	54,000
Pollution prevention equipment expense (NT$ thousand)	12,770	13,600	13,600	13,600
Total (NT$ thousand)	62,420	68,000	68,000	68,000

Chapter 5 Labor Relations

I. The Company's employee welfare and benefit measures such as continuing education, training, retirement system and their implementations, and agreements with employers and maintenance of employee rights:

(I) Benefit measures

Greatek allocates employee benefit and welfare funds as stipulated by applicable laws, and was approved by competent authority to set up an Employee Welfare Committee, which oversees the handling of employee benefits. Relevant procedures are carried out in accordance with the "Organization Regulations on Employee Welfare Committee". Current key welfare measures include the following:

1. Pursuant to laws and regulations, Greatek provides: National Health Insurance (NHI), Labor Insurance, Allocations of Pension Reserve, and Allocations of Arrear Wage Payment Fund, etc.
2. Greatek also provides: employee remunerations, free group insurance for employees and their spouses and families, employee canteen, employee food & beverage allowances, employee dormitories, convenience store, nursing rooms, childcare leaves, and paternity leaves and more.
3. Employee Welfare Committee organizes: holiday bonuses, subsidies for weddings/funerals/childbirth, employee discounts at specific stores, and various arts and sporting events and travels (or subsidies) are also organized.

(II) Continuing studies and training system

Annual training plan is prepared in line with Greatek's operational plan. Types of training include: new employee training, general knowledge training, professional training, management training, and language training and more. Greatek enhances employee quality and professional skill-sets through strengthening employees' professional know-how via education and training. We continuously advocate corporate ethics and have formulated a corporate culture that fosters communications.

(III) Retirement system and implementation

Greatek's employee retirement system is implemented in line with the Labor Standards Act, in which pension reserve is allocated on a monthly basis. Additionally, a Pension Supervision Committee, which oversees and reviews matters related to the pension reserve, is set up in accordance with regulations by labor and management. Any employee who has served at Greatek for 15 years or less and is eligible for retirement will be assigned two base points for each year of service. For those who have served at Greatek for over 15 years, two base points will be given for each year of service within the first 15 years, and one base point will be given for each subsequent year. The ceiling is capped at 45 base points. Service years below six months will be counted as six months, and service years over six months but under one year will be counted as one year.

Since July 1, 2005, employees who choose the Labor Pension Act (new labor retirement system) will have their 6% of monthly salary appropriated to the Individual Retirement Account (IRA) at the Bureau of Labor Insurance, Ministry of Labor.

In 2025, pension expenses recognized in the financial statements amounted to NT$143,099 thousand.

(IV) Employee-employer agreements and measures taken to safeguard employee rights and interests:

Greatek signs employment contracts with each employee and regularly organizes labor relations meetings, so that employees can participate in Greatek's decision-making and communicate over their opinions. Work Rules are also formulated as the basis for employees' compliance. Greatek is committed to maintaining the work safety and physical and mental well-being of our staff. The ISO 45001 and ISO 14001 management systems have been implemented to manage factory hygiene and enhance productivity. Additionally, measures including emergency response plans, fire drill practices and regular 6S evaluation management are also enforced to manage and control occupational risks.

Greatek cares for employees and take an active role in their health. To prevent occupational hazards and to protect the safety and health of employees, general and special employee health checkups are regularly organized. Greatek has also set up an employee grievance hotline, opinion mailbox, and improvement proposal campaign and more, in which designated units will properly handle the relevant matters according to established procedures.

(V) Employee Satisfaction Survey and Implementation Status and Improvement Plan

The Company conducts an annual employee satisfaction survey to gain a comprehensive understanding of employees' opinions regarding the work environment, management systems, and benefit measures. Based on the investigation results, the Company has formulated specific improvement plans and continues to optimize the workplace environment and employee experience.

In addition, the Company conducts a quarterly employee cafeteria satisfaction survey, quantifying the results into metrics that are incorporated into the annual KPI assessment, to ensure the stability and continuous enhancement of food service quality. In response to the survey results, the Company has proposed specific

improvement measures.

1. Employee Restaurant Satisfaction Survey and Improvement Measures

   Based on employee satisfaction feedback and key areas of concern, the Company continues to optimize its dining services. The specific measures are as follows：

   - Enhancement of Meal Quality: Optimize ingredient selection to ensure that meals are flavorful, nutritious, and well-balanced.
   - Menu Diversification: Expand the selection of healthy meals, vegetarian options, and low-carbohydrate dishes to accommodate a variety of dietary requirements.
   - Dining Environment Optimization: Enhance restaurant facilities and seating comfort to improve the dining experience.
   - Service Process Improvement: Strengthen training for restaurant staff to enhance service efficiency and reduce waiting times.
   - Real-time Response Mechanism: Establish an employee feedback system to regularly review and adjust dining services, ensuring continuous improvement in satisfaction.

   Through the above measures, the Company is committed to creating a high-quality and employee-friendly dining environment, thereby further enhancing the overall employee work experience.

2. Employee Satisfaction Survey and Implementation Status

   The Company’s Human Resources Department conducted the annual employee satisfaction survey in February 2025 to understand employees’ evaluations of and needs regarding various systems and the working environment, serving as an important basis for the continuous enhancement of the Company’s human resource management policies.

   This survey covered five key dimensions: "Compensation and Benefits," "Working Environment," "Career Development," "Corporate Culture," and "Sustainable Operations." The overall response coverage rate was 29%. The survey adopted a 5-point scale (5 = Very Satisfied; 0 = Very Dissatisfied), and a summary of the results for each dimension is as follows:

   - Compensation and Benefits – Based on statistics by employee category and years of service, satisfaction scores ranged from 2.5 to 4.0.
   - Working Environment – Based on statistics by department, satisfaction scores ranged from 2.6 to 4.3.
   - Career Development – Based on statistics by department, satisfaction scores ranged from 2.5 to 4.0.
   - Corporate Culture – Based on statistics by department, satisfaction scores ranged from 2.4 to 3.9.
   - Sustainable Operations – Based on statistics by department, satisfaction scores ranged from 2.9 to 4.3.

3. Analysis of survey results and improvement measures

   Based on the results of this survey and employee feedback, the Company has planned and implemented a number of improvement initiatives, including adjustments to the incentive bonus system, optimization of the salary structure, introduction of an employee stock ownership trust, establishment of a training incentive mechanism for new hires, enhancement of management competency training, and continuous improvement of the working environment and employee benefits. The key areas for improvement are as follows:

- Workplace Environment Optimization: Continuously improve workplace facilities and safety conditions to enhance employee comfort at work.
- Strengthening Communication Mechanisms: Establish multiple communication channels (such as regular forums and an anonymous feedback mechanism) to ensure that employee opinions are responded to and addressed in a timely manner.
- Enhancement of Compensation and Benefits: With reference to market salary levels and internal feedback, conduct rolling reviews of the compensation and benefits system to enhance overall competitiveness.
- Training and Career Development: Improve the talent development framework by providing diverse learning resources and career development opportunities to support employees' professional growth.
- Work–Life Balance: Promote flexible working hours and diversified work arrangements, and organize health promotion and employee care activities to enhance employee well-being and retention rates.

4. Future Improvement Directions
   Going forward, the Company will continue to identify employee needs and implement improvement measures through diversified communication mechanisms and regular satisfaction surveys. The Company is committed to enhancing employee satisfaction and organizational cohesion, creating a friendly and resilient workplace environment, and thereby promoting sustainable corporate development.

(VI) Industry–Academia Collaboration

The Company continues to promote its industry–academia talent development program. In 2025, it cooperated with National Chin-Yi University of Technology, Minghsin University of Science and Technology, and National United University, employing a total of 91 interns/trainees, all in full-time internship positions, with each receiving a monthly salary of no less than NT$30,000.

Through the industry–academia collaboration program, the Company provides students with opportunities for practical learning and workplace experience, helping them strengthen their professional and practical capabilities and cultivating them as future core talents or management trainees. At the same time, the participation of young talent injects innovative thinking and vitality into the organization, enhances corporate competitiveness, and continuously accumulates talent momentum for the Company's long-term development.

II In the most recent year and as of the date of publication of the Annual Report, the losses suffered due to the labor disputes (including matters with labor inspection results that violate the Labor Standards Act, the date of penalty, the number of penalty letter, the provisions of the statute violated, the content of the statute violated, and the punishment content shall be listed), and the current and future estimated losses from relevant violations and countermeasures shall be provided. If it cannot be estimated reasonably, the reason that it cannot be estimated reasonably shall be provided.

(I) Total losses arising from employment relations disputes for the most recent fiscal year up to the publication date of the Annual Report:
None.

(II) Violations of the Labor Standards Act found during labor inspections in the most recent year and as of the date of publication of this Annual Report:

None.

(III) Current and future probable losses and countermeasures:
Greatek will continue to advocate for compliance to the Labor Standards Act and continue to recruit new employees.

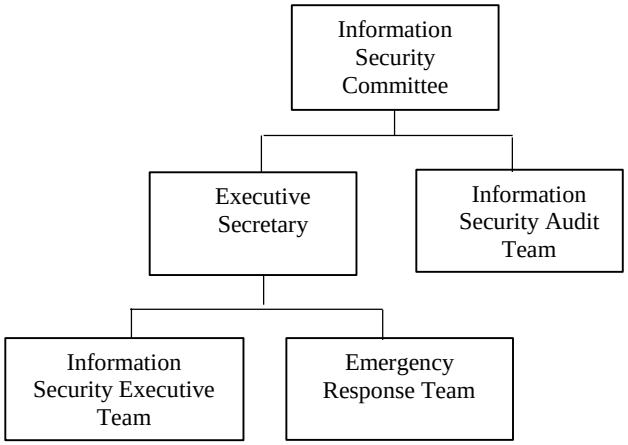
Chapter 6 Information and Communications Security Management:

I. It specifies the framework for information and communications security risk management, information and communications security policy, substantive management measures, and resources invested toward information and communications security management.

(I) Information and Communications Security Management Framework

1. Corporate Information Security Governance Organization:
To implement information security in practice, Greatek has formulated the Information Security Committee, and the objective of the organization is to promote and coordinate the building, operation, and maintenance of an information security management system.

2. Organizational Framework of Information Security Committee:



3. Roles and Obligations of the Information Security Committee:
(1) Information Security Committee: Composed of cross-departmental task forces from the IT Division and the Finance & Accounting Division.
(2) Convener: Led by the Head of the IT Division.
(3) Executive Secretary: Led by the Manager of the IT Division.
(4) Information Security Audit Team: Composed of cross-departmental task forces from the IT Division and the Finance & Accounting Division.
(5) Information Security Implementation Team: Led by the IT Division.
(6) Emergency Response Team: Led by the IT Division.

4. Management Review Meeting:
The Information Security Committee shall convene an annual "Management Review Meeting" and may hold interim meetings as necessary.

(II) Information and Communications Security Policy
To strengthen information security management and ensure the confidentiality, integrity, and availability of the information assets under its jurisdiction, this policy has been established to provide a secure information environment for the continuous operation of the Company's information business. Additionally, it aims to comply with relevant regulatory requirements and protect against both intentional and accidental threats from internal and external sources.

1. Information Security Policy Vision:
   (1) Enhance Personnel Competence
   (2) Prevent Data Leakage
   (3) Implement Daily Operations and Maintenance
   (4) Ensure Service Availability

2. Information Security Objectives:
   (1) Conduct information security education and training to enhance personnel awareness of information security and to reinforce their understanding of related responsibilities.
   (2) Protect the information pertaining to the business activities of the Company by preventing unauthorized access and modification, while ensuring its completeness.
   (3) Conduct regular internal and external audits to ensure that all relevant operations are effectively implemented.
   (4) Ensure that the Company's critical business systems maintain an adequate level of system availability.

3. In response to the aforementioned information security objectives, it is essential to develop an annual action plan that outlines the necessary resources, assigns responsible personnel, establishes expected completion timelines, and details methods for evaluating outcomes and assessing results. The relevant monitoring and measurement procedures shall be carried out in accordance with the Company's "Supervision and Measurement Control Procedure Manual."

4. The Information Security Execution Team should present the effectiveness measurement results of the information security objectives to the convener of the Information Security Committee during the management review meeting.

5. Review:
   The policy shall be reviewed at least once a year to reflect the latest developments in government regulations, technology, and business practices, ensuring the Company's sustainable operations and the capability of information security practices.

(III) Substantive management actions

1. Computer equipment security management
   - Major equipment including servers are all set up within designated machine rooms that are access controlled with swipe cards, and access records are also retained
   - To reinforce malware detection, End Point protection software is installed on computer devices and the virus patterns are automatically updated to ensure effective virus detection.
   - Before a new machine may begin production procedures at Greatek, it is scanned for viruses to prevent machines containing viruses or malware to enter our site.

2. Network security management
   - Firewalls are set up for Internet, while End Point protection and intrusion detection software is installed on external servers to detect and block external intrusions and attacks.
   - The Intranet is equipped with a malicious behavior detection device that detects any abnormal infectious behavior of computers on the Intranet in order to quickly uncover the source of the infection.

3. Access control
   - Unit requesting system access will file request for authorization based on the information functions, computer application systems, and programs it requires, and its usage rights will be established by a system administrator upon approval from the unit's supervisor and supervisor of the IT department based on its work functions and the system authorization chart.
   - Access to important documents and information will be limited and controlled via encryption.
   - To ensure information security, during employee transfer or turnover, the IT department will properly and timely revise or cancel the employee's account and usage rights based on personnel transfer information.

4. System's continuous operation
   - To prevent system damage from power outage or abnormalities in power supply, the mainframe in the machine room is equipped with uninterruptible power supply (UPS) and voltage regulators and connected to the Company's generator system.
   - A real-time redundancy framework has been implemented; when local machine room loses its functions due to disaster, the remote backup will support the mainframe and the storage device will initiate relevant services.
   - Information backup and recovery mechanism has been strengthened; besides daily scheduled storage media backup, routine snapshot backup function of the storage device has also been enabled to reinforce the completeness and efficiency of system recovery.

(IV) Resources Invested Toward Information and Communications Security Management:
The Company continues to invest resources in the field of information security. The main achievements in promoting information security are as follows:

1. In 2025, we conducted three unannounced email social engineering drills and social engineering awareness training sessions. The average phishing click rate was around 1%.
2. We have collaborated with our parent Company, Powertech Technology Inc., to purchase cyber insurance. This is to prevent significant financial loss caused by accidents and to protect the interests of customers and investors.
3. The vendor conducts vulnerability scanning, provides scanning reports and suggestions based on the results, and performs vulnerability patching to reduce the risks of intrusion.
4. All new employees have completed information security training.
5. The Company has implemented ISO/IEC 27001:2022 and obtained third-party SGS certification, with the certification valid from January 20, 2026 to January 10, 2029.
6. Information security implementation status for 2025:

Information Security	Number of information leakage incidents	0
	Proportion of incidents related to personal data	0%
	Number of customers affected by information leakage incidents	0

II. In the most recent year and as of the date of publication of the Annual Report, the losses suffered due to major information and communication security incident, and relevant effects and countermeasures shall be provided. If it cannot be estimated reasonably, the reason that it cannot be estimated reasonably shall be provided.
None.

Chapter 7 Important Contracts

The contracting parties, major content, restrictive clauses, and the commencement dates and expiration dates of supply/distribution contracts, technical cooperation contracts, engineering/construction contracts, long-term loan contracts, and other contracts that would affect the shareholders' equity, where said contracts were either still effective as of the date of publication of the Annual Report or expired in the most recent fiscal year: None.

Review and Analysis of Financial Position and Financial Performance Review and Risk Evaluations

Chapter 1 Financial Position

Main reasons and effects for material changes in asset, liabilities, and shareholders' equity in the most recent two years.

Unit: NT$ thousands

Item \ Year	2024	2025	Changes	
			Amount	%
Current Assets	11,599,623	11,474,881	(124,742)	(1.08)
Property, Plant and Equipment	12,334,172	12,236,056	(98,116)	(0.80)
Other Assets	2,137,055	4,318,065	2,181,010	102.06
Total Asset	26,070,850	28,029,002	1,958,152	7.51
Current Liabilities	3,377,680	3,589,259	211,579	6.26
Total Liabilities	3,687,358	3,874,974	187,616	5.09
Capital	5,688,459	5,688,459	0	0.00
Capital Surplus	2,666	2,775	109	4.09
Retained Earnings	16,347,072	17,091,073	744,001	4.55
Total equity attributable to shareholders of the Parent	22,381,313	24,152,194	1,770,881	7.91
Non-controlling interests	2,179	1,834	(345)	(15.83)
Total Shareholders' Equity	22,383,492	24,154,028	1,770,536	7.91

Analysis and description of increase/decrease:

●Other assets increased, mainly due to an increase in investments in equity instruments.

Major influencer:

None.

Note: Source of financial information comes from consolidated financial statements prepared in accordance with IFRSs and audited and attested by CPA.

Chapter 2 Financial Performance

I. Main reasons for material changes in operating revenue, operating net income, and pretax profit in the most recent two years

Unit: NT$ thousands

Item \ Year	2024	2025	Increase/decrease	
			Amount	%
Operating Revenue	15,213,240	16,764,213	1,550,973	10.19
Operating Costs	11,855,811	13,378,562	1,522,751	12.84
Gross Profit	3,357,429	3,385,651	28,222	0.84
Operating Expenses	626,979	674,076	47,097	7.51
Income from Operations	2,730,450	2,711,575	(18,875)	(0.69)
Other Income	237,274	322,296	85,022	35.83
Other Gains (Losses)	133,100	(56,607)	(189,707)	(142.53)
Net Income Before Tax	3,100,824	2,977,264	(123,560)	(3.98)
Income Tax Expenses	605,016	528,587	(76,429)	(12.63)
Net Income	2,495,808	2,448,677	(47,131)	(1.89)

Analysis and description of increase/decrease: 1. The increase in other income primarily due to increase dividends. 2. The increase in other loss primarily due to foreign exchange losses arising from exchange rate fluctuations in fiscal year 2025.

Note: Source of financial information comes from consolidated financial statements prepared in accordance with IFRSs and audited and attested by CPA.

II. Expected sales volume and basis, and possible effects to the Company's future finance and operations and response measures.

In February 2026, Taiwan Semiconductor Industry Association (TSIA) and Industry, Science & Technology International Strategy Center (ISTI), Industrial Technology Research Institute (ITRI) predicted that Taiwan’s packaging and testing industry’s 2026 output value is expected to reach NT$759.7 billion, a 6.83% increase of 2025 output value of NT$711.1 billion.

Greatek has made the following sales forecast for 2026 based on industry prospect, future market demands, and Greatek's capacity:

Sales item	Estimated sales volume
Packaging	Approx. 9.3 billion units
F/T testing	Approx. 5.8 billion units
W/T testing	Approx. 690 thousand units
WLP	Approx. 330 thousand units
WLCSP	Approx. 500 million units

Chapter 3 Cash Flow

I. Analysis and Description of Changes in Cash Flow for the Current Year:

Item \ Year	2024	2025	Ratio of increase (decrease) (%)
Cash Flow Ratio	169.62	136.19	(19.71%)
Cash Flow Adequacy Ratio	1.07	1.07	0.00%
Cash Flow Reinvestment Ratio	12.46	8.51	(31.70%)
Analysis and description of increase/decrease: The decrease in the cash reinvestment ratio was mainly attributable to an increase in investments in equity instruments.			

II. Improvement Plan for Insufficient Liquidity:

None.

III. Cash Flow Analysis for the Following Year:

Unit: NT$ thousands

Cash Balance at the Beginning of the Year①	Expected Annual Net Cash Inflow from Operating Activities②	Expected Annual Net Cash Outflow ③	Expected Cash Balance (deficit) ①＋②－③	Remedial Measures for Expected Cash Deficit	
				Investment Plan	Financing Plan
5,900,845	4,687,138	4,389,161	6,198,822	-	-

1. Analysis of changes in Cash Flow:
   (1) Operating activities: mostly from net income; therefore, net cash inflow from operating activities.
   (2) Investing activities: mostly from purchase of production and operation equipment.
   (3) Financing activities: mostly from distribution of cash dividends.
2. Remedial measures and analysis of liquidity deficit:
   Not applicable.

Chapter 4 The Effect upon Financial Operations of Any Major Capital Expenditures during the Most Recent Fiscal Year

I. Utilization of major capital expenditure and sources of capital: Unit: NT$ thousands

Project	Actual or expected sources of fund	Actual or expected date of completion	Total funding required	Actual or expected capital utilization		
				2024	2025	2026
Land advance payment	Greatek's own funds	2024	16,913	16,913	-	-
Building, Construction in Progress	Greatek's own funds	2024	153,812	153,812	-	-
Equipment and others	Greatek's own funds	2024	1,617,291	1,617,291	-	-
Land	Greatek's own funds	2025	152,444	-	152,444	-
Building, Construction in Progress	Greatek's own funds	2025	74,379	-	74,379	-
Equipment and others	Greatek's own funds	2025	2,185,982	-	2,185,982	-
Building, Construction in Progress	Greatek's own funds	2026	102,568	-	-	102,568
Equipment and others	Greatek's own funds	2026	2,545,565	-	-	2,545,565

Note: The actual or expected capital utilization indicated in this table refers to increases in Property, Plant and Equipment, and does not include replacement parts.

II. Expected Benefits:
Expected increase in production/sales volume, value, and gross profit:

Unit; Volume: 1,000 units; Amount: NT$ thousands

Year	Item	Production volume	Sales volume	Sales value	Gross profit
2026	IC packaging and testing	731,008	731,008	510,387	95,866
	Wafer level packaging	30	30	98,247	18,454

Descriptions of other benefits: Enhancement in quality and technologies for products including IC packaging and testing.

Chapter 5 Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plans for Improving Reinvestment Profitability, and Investment Plans for the Coming Year:

The Company invested in Get-Team Tech Corp. in October 2022 mainly to expand the plating process capacity to stabilize and expand the packaging capacity. In 2025, Get-Team Tech Corp. carried out equipment replacement and renewal and continued to enhance process quality, resulting in increased costs.

The company had already adjusted prices upward by the end of 2025 and plans to continue optimizing its cost structure.

Chapter 6 Risk Analysis and Assessment

I. Effects of interest rate and exchange rate fluctuations and changes in inflation rate on Greatek's profit and loss, and future response measures:

(I) Effect of changes in interest rate on Greatek's profit and loss and future response measures

1. Effects of changes in interest rate on profit and loss

Unit: NT$ thousands

	2024	2025
Interest Income (A)	104,194	123,910
Net Operating Revenue (B)	15,213,240	16,764,213
(A)/(B)	0.68%	0.74%
Interest Expenses (C)	901	817
Net Operating Revenue (D)	15,213,240	16,764,213
(C)/(D)	-	-

The interest rates in 2024 and 2025 were 0.02% to 4.5% and 0.68% to 1.66%, respectively. As the interest income did not constitute a significant percentage of the years' respective operating revenues, changes in interest rate have limited effects on the profit and loss.
Greatek did not have interest expenses on bank borrowings in 2024 and 2025; therefore, the changes in interest rate have limited effects on the profit and loss.

2. Future response measures
   (1) Dedicated personnel will pay close attention to information on changes in interest rate to stay on top of interest rate trends.
   (2) Greatek will prioritize the adoption of financing proposals with lower interest rates when the need for working capital arises.
   (3) Capital utilization will take both safety and yield into consideration during times of low interest rate to make the best funding decisions.

(II) Effect of changes in exchange rate on Greatek's profit and loss and future response measures

1. Effects of changes in exchange rate on profit and loss

Unit: NT$ thousands

	2024	2025
Revenues denominated in foreign currencies	10,873,950	12,171,614
Net operating revenue (B)	15,213,240	16,764,213
(A)/(B)	71.48%	72.60%
Purchases made in foreign currencies	2,137,278	2,939,253
Net purchases (D)	3,932,945	5,021,213

	2024	2025
(C)/(D)	54.34%	58.54%

Greatek's foreign currency revenues in the most recent two years accounted for 71.48% and 72.60% of the net operating revenues in 2024 and 2025, respectively. Most of our quotations are offered in USD; therefore, changes in exchange rate do pose a certain level of effect on our operating revenue.
Greatek's foreign currency purchases in 2024 and 2025 accounted for 54.34% and 58.54% of net purchases, respectively. Due to cost, lead time, and quality considerations, Greatek has purchased equipment and materials including lead frames, epoxy molding compound (EMC), gold wires and copper wires from overseas, whose quotes are mostly denominated in the USD and JPY. Therefore, Changes in exchange rate do pose a certain degree of effect on our profitability.

2. Future response measures
   (1) Dedicated personnel will pay close attention to information on changes in exchange rate to stay on top of foreign exchange rate trends.
   (2) At times of exchange rate fluctuations, Greatek will trade currencies at proper times to reduce the unfavorable effects from changes in exchange rate.
   (3) Effects from changes in exchange rate will be factored in our sales quotes; when purchasing raw materials, Greatek will also negotiate prices with suppliers to adjust the material costs and ensure profitability.
   (4) Use derivative trading such as forward exchange contracts to hedge against assets or liabilities denominated in foreign currencies and the expected exchange rate risks arising from transactions.

(III) Effect of inflation on Greatek's profit and loss and future response measures

The IMF's January 2026 World Economic Outlook report projects a Global growth is projected at 3.3 percent for 2026 and 3.2 percent for 2027, Technology investment, fiscal and monetary support, accommodative financial conditions, and private sector adaptability offset trade policy shifts. Global inflation is expected to fall, but US inflation will return to target slower than expect.
As purchasing prices have increased from inflation, Greatek will continue to observe changes in the CPI and pay attention to the movements in the international raw material market prices so as to formulate strategies to control costs and inventories.
Greatek continues to maintain positive interactions with both suppliers and customers to effectively reduce the effects of inflation on the Company's profit and loss.

II. Greatek's policy regarding high risk investments, highly leveraged investments, provisions of loans, endorsements and/or guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future:

1. As of the date of publication of the Annual Report, Greatek has not engaged in any high-risk, high-leverage investment, or provided loans, endorsements and/or guarantees.
2. In 2025 and as of the date of publication of the Annual Report, the only derivative transactions Greatek has engaged are short-term foreign exchange transactions with the purpose of hedging against exchange rate risks from net assets or net liabilities denominated in foreign currencies. These transactions are for hedging in nature, and Greatek has not engaged in any speculative transaction and no material profits or losses will result from these transactions.

III. Future R&D Plan and Expected R&D Expenses:

In response to changes in IC packaging technologies and the customers' needs for IC design, Greatek's key Future R&D Plan：

(1) FCCSP under fill products.
(2) FCCSP / WBCSP exposed die products.
(3) Substrate 32/45um thick Cu products.
(4) WB QFN Wire Bonding> 750 wires product manufacturing capability.
(5) 2.5 / 3.0 mil Copper Wire products manufacturing capability.
(6) SiC automotive products.
(7) AI system for process recipe.

R&D expenses in 2025 amounted to NT$321 million, accounting for 1.9% of the annual revenues. The 2026 R&D expense will be on par with the previous year's level.

IV. Effects on the Company's finance and operations from domestic and overseas major policies and legal environment changes, and response measures:

Greatek consults relevant units including attorneys and CPAs for matters related to domestic and overseas important policies and legal environment changes. The Company also asks these parties to evaluate, recommend and plan response measures accordingly to comply with laws and to reduce the effects on our finance and operations.

V. Effects on the Company's finance and operations from changes in technology and industry, and response measures:

As mobile applications become more diversified, such as HD video services, social networks, and cloud-based services, the era of online users' big data is coming. The wireless network communications technologies have transformed to LTE, 5G, and even 6G, bringing wider bandwidth and more convenience and promoting technological applications in living, transportation, entertainment, work, education, and medical healthcare and more. These trends have also driven consumers to spend more on consumer electronic products. With the birth of the Internet of Things (IoT) and the wearable devices become trending, smart vehicles, smart healthcare, artificial intelligence (AI), and high-speed computing have formed new applications market and opportunities. Furthermore, as the pandemic has changed people's lives and remote working is enabled by technology, these factors all bring about the opportunities for technology to change human life.

As the semiconductor industry continues to prosper and to increase its capital expenditures, with an on-going competition over the latest packaging technologies, these demands have led to the rise of new packaging technologies such as SiP and BGA, which happen to be the areas that Greatek consider investing in. The R&D expenses do not pose unfavorable effects on Greatek's finance and operations, and will offer significant benefits toward our future business development.

Since the online community formed by 5G and AIoT (integration between artificial intelligence and the Internet of Things) will cover all aspects of life, the Internet will become more of a threat without the support of a strong information security system. Faced with complex and rapidly changing information security threat and challenges, Greatek has strengthened various information security protections and reinforced the awareness for information security in all employees to reduce the risk of information security on the Company.

1. Facing the constant cybersecurity risks, the Company established a sound cybersecurity management system to comprehensively enhance its cybersecurity protection capabilities and regularly conducts cybersecurity training to improve

employees' cybersecurity awareness and protective skills.

2. Deploy appropriate cybersecurity protection technologies to defend against various cybersecurity threats, including the firewalls to block illegal access from external sources, antivirus software to prevent virus and malware infections, and vulnerability scanning to reduce the risk of intrusion.
3. Since threats are constantly evolving, some specific response measures need to be implemented, These measures include regularly backing up important data for future needs, updating operating systems and applications, encrypting sensitive data, controlling data access permissions, and educating employees not to open emails or attachments from unknown sources.

VI. Effects on Greatek's crisis management of changes in its corporate image, and response measures:

Greatek is focused on its core business operations and strictly abides by all relevant regulatory requirements. The Company actively strengthens internal management, cultivates the skills and competences of its management team, realizes corporate social responsibilities, and is committed to and maintains a good corporate image.

VII. Expected benefits and possible risks associated with any mergers and acquisitions, and response measures:

None.

VIII. Expected benefits and possible risks associated with facilities expansion, and response measures:

None.

IX. Risk from centralized purchasing or sales, and response measures:

Greatek's largest sales customer only accounts for 6.76% of our net sales, indicating no concentration of sales.

The main materials required for the Company's operations are supplied by multiple suppliers to ensure a stable supply. We also irregular evaluate new suppliers and alternative materials to ensure the security of raw material supply and reduce the risk of concentrated supply. In 2025, there are 3 suppliers accounting for 10% or more of the net purchases. The 3 vendors are for different raw materials; therefore, there is no concentration of purchases.

X. Effect upon and risk to Greatek in the event a major quantity of shares belonging to a Director or shareholder holding greater than a 10% stake in the Company has been transferred or has otherwise changed hands, and response measures:

None.

XI. Effect upon and risk to Greatek associated with any change in governance personnel or top management, and response measures:

None.

XII. If there has been any substantial impact upon shareholders' equity or prices for the Greatek's securities as a result of any litigation, non-litigious proceeding, or administrative

dispute involving Greatek that was finalized or remained pending, the facts in dispute, amount in dispute, commencement date, main parties involved, and current status of the case up to the publication date of this annual report shall be disclosed:

None.

XIII. Other important risks and countermeasures:

1. Has the Company evaluated the risks or opportunities to the community and taken corresponding measures? Please describe the specific measures taken and their effectiveness.
   Analyses of internal and external risks point out to identify and maintain the noise level in the neighborhood. Perimeter noise testing once is conducted every year: At the Gongyi Plant in March and the Toufen Plant in June, noise levels were both below the noise control standards stipulated by the Ministry of Environment to ensure that residents are not disturbed by the noise.
   The Company was established in Miaoli County in 1983. In order to deepen local development and reduce population migration, the Company has actively expanded factories in Zhunan and Toufen areas to increase local employment opportunities. As of March 31, 2026, The Company had 2,534 employees registered in Miaoli County, accounting for 78.20% of the 3,240 domestic employees.
   In 2025, the Company made donations of NT$30,000 to the Friends of the Police Association, Miaoli and NT$20,000 to the Shanjia Community Patrol Team, aiming to strengthen community identity.
   The Company also participated in the 2025 Donated supplies to Zhunan Township Office's "Warm Winter" initiative NT$80,000.

2. Has the Company invested resources to support cultural development in Taiwan? Please describe the ways of support and the results achieved.
   The Company supports local cultural development with occasional financial sponsorship to nearby temples and community events.
   Please Refer Performance in Communicating with Stakeholders over Their Topics of Concern。

3. Has the Company invested in energy-saving or green energy-related sustainable equipment and machinery, or in Taiwan's green energy industry, such as renewable energy power plants? Has the Company issued or invested funds in sustainable development financial products for green or socially beneficial investment projects that have tangible benefits while disclosing the investment and specific benefits?
   (1) In line with global efforts for environmental protection and the efficient use of energy resources, we are implementing measures to energy saving and reduce carbon emissions:
   Proposal: Establishing renewable (green) energy equipment
   In 2025, the solar photovoltaic system generate approximately 2,479,694 kWh of electricity, which reduce carbon emissions by 1,175 tCO2e.
   (2) Lighting equipment is an important component of facility operations. Replacing lighting systems with high-efficiency LED fixtures is a key measure, driven by technological advancement, to improve energy efficiency and reduce carbon emissions.
   Proposal: Replace conventional lighting fixtures with LED fixtures, specifically replacing traditional 4-foot T8 fluorescent tubes with 4-foot LED tubes.
   In 2025, the replacement of LED tubes resulted in electricity savings of

448,336 kWh, reducing carbon emissions by 212.51 tCO2e.

(3) The Company invested in a green bond, which has been certified as a qualified green bond by the Taipei Exchange.
On April 30, 2025, the Company purchased NT$200,000 thousand in face value of the Taiwan Power Company Green Corporate Bond (Code: B903AO; Short Name: P14 Taipower 1B), which will mature on April 30, 2032, with an effective interest rate of 1.96%.

4. Has the Company established a personal data protection policy, and has it disclosed the content and its implementation status?
According to Company regulations, every new employee is required to sign the "Personal Data Usage Consent Form." This form clearly outlines the scope, purpose, and protective measures related to the collection of personal data, ensuring that employees are informed of and consent to the relevant guidelines.
Furthermore, the Company has implemented the following management measures in accordance with the Personal Data Protection Act and related regulations:
(1) Regulations on the Collection and Use of Personal Data: Personal data shall be collected only to the extent that is legal, legitimate, and necessary. The purpose of its use must be clearly communicated.
(2) Access and Storage Security: Implement encryption technologies and access control measures to prevent data loss, tampering, leakage, or unauthorized access.
(3) Internal Education and Training: Regularly conduct personal data protection training to enhance employees' awareness of information security and compliance concepts.
(4) Rights Protection Mechanism: Provides employees with channels to inquire about, correct, or request the deletion of personal data, ensuring their rights are protected.
(5) Regular Audits and Improvements: Through internal and external audits, we assess the effectiveness of personal data protection measures and continuously optimize the management system.
Through the aforementioned measures, the Company ensures that personal data is adequately protected and continuously strengthens its information security management to comply with regulatory requirements and stakeholder expectations.
In 2025, all 957 newly hired employees signed the “Personal Data Usage Consent Form.”

Chapter 7 Other Important Matters:

None

Special Disclosure

Chapter 1. Information Related to the Company's Affiliates:

Please refer to the MOPS → Single Company → Electronic file download →Three-letter section for affiliated enterprises reports

Chapter 2 Private Placement of Securities during the Most Recent Fiscal Year up to the Date of Publication of the Annual Report:

None.

Chapter 3 Other Matters Requiring Additional Description:

None.

Chapter 4 Any Matter which May Materially Affect Shareholders' Equity or the Price of the Company's Securities:

Greatek initiated a President Inheritance Plan：

In pursuit of sustainable management, Greatek initiated a President Inheritance Plan. In June 2024, Mr. Louis Ning, the founding elder of Greatek, handed over his responsibilities to Mr. Y.C. Chi, who was appointed by the parent Company, Powertech. Mr. Ning will continue to serve as an advisor, successfully completing the inheritance process. It is believed that in the future, with President Chi possessing over thirty years of experience in packaging, testing engineering, and management, along with the solid and robust foundation of Greatek, the Company will continue to uphold its principles of integrity and pragmatism in business operations. This will further enhance production technology, quality, and efficiency. With the cooperation and support of customers and suppliers, Greatek is sure to achieve sustained and steady growth.

Greatek Electronics Inc.

Chairman: Boris Hsieh



趙豐電子股份有限公司

GREATEK ELECTRONICS INC.