



2025 ANNUAL REPORT

Printed Date : Apr 28, 2026

Information available on

<https://mops.twse.com.tw>

<https://www.pti.com.tw>

I. Company Spokesman and Deputy Spokesman

Spokesperson

Name: Huck Shen
Title: CFO
Tel: +8863 598-0300
E-mail: huckshen@pti.com.tw

Deputy Spokesperson

Name: Yohan Lin
Title: Vice President of Legal & Human Resources
Tel: +8863 598-0300
E-mail: yohan@pti.com.tw

II. Telephone Numbers and Addresses of Headquarters, Subsidiary, and Factory

Address of Headquarters: No. 10, Datong Rd, Hsinchu Industrial Park, Hukou, Hsinchu 30352, Taiwan
Tel: +8863 598-0300
Address of 1st Plant: No. 879, Litoushan Section, Wunshan Rd., Hsinpu, Hsinchu 30550, Taiwan
Address of 2nd Plant: No. 7, Sanmin Rd., Hsinchu Industrial Park, Hukou, Hsinchu 30352, Taiwan
Address of 3rd Plant: No. 10, 15, 26, Datong Rd., Hsinchu Industrial Park, Hukou, Hsinchu 30352, Taiwan
No. 16, Ziqiang Rd., Hsinchu Industrial Park, Hukou, Hsinchu 30352, Taiwan
Address of 9th Plant: No. 4, Wen Hua Rd., Hsinchu Industrial Park, Hukou, Hsinchu 30352, Taiwan
Address of 10th Plant: No. 458-28, Xinxing Rd., Hsinchu Industrial Park, Hukou, Hsinchu 30352, Taiwan
Address of Science Park Plant I: No. 15, Lihsin 3rd Rd., Hsinchu Science Park, Hsinchu 30078, Taiwan
Address of Science Park Plant II: No. 9, Lihsin 4th Rd., Hsinchu Science Park, Hsinchu 30078, Taiwan
Address of Science Park Plant III: No. 29, Lihsin 4th Rd., Hsinchu Science Park, Hsinchu 30078, Taiwan
Address of Science Park Plant V: No. 23, Lihsin Rd., Hsinchu Science Park, Hsinchu 30078, Taiwan

III. Stock Transfer Agent

Name: Concord Securities Co, Ltd. Stock Affairs Department
Address: B1 No. 176 Sec. 1, Keelung Rd., Taipei City, Taiwan
Website: <https://www.concords.com.tw>
Tel: 886-2-8787-1118

IV. CPA for Annual Financial Statements

CPAs: Cheng-Chi Lin, Su-Li Fang
Accounting Firm: Deloitte & Touche LLP
Address: 20F., No. 100, Songren Rd., Xinyi Dist., Taipei, Taiwan
Website: <https://www2.deloitte.com.tw>
Tel: (886) 2 2725-9988

V. Name of Overseas Exchange: Not applicable

VI. Company Website: <https://www.pti.com.tw>

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I. Letter to Shareholders

Annual General Meeting of Shareholders 2026

Dear Shareholders, Ladies and Gentlemen,

“Operating results for the previous fiscal year”

Consolidated revenue in 2025 reached NT\$74.9 billion with earnings per share (EPS) of NT\$7.48. The decline in profits compared to 2024 was mainly due to changes in the product mix and continued investment in advanced technologies. Overall, the company's operations continued to maintain steady growth.

“The effect of external competition, the legal environment, and the overall business environment.”

Looking back on 2025, pressure from ongoing inventory adjustments by memory chip customers and from the US government's announcement of retaliatory tariffs on countries around the world created a high level of uncertainty in the global economic outlook. Fortunately, the boom in the development of AI applications in the second half of the year generated strong demand in the semiconductor industry and the memory segment in particular. Despite the volatile economic and trade environment, PTI continued to focus on its core business by concentrating on internal reforms and improving operational efficiency.

“Summary of the business plan and the future development strategy”

Last year, I reported to you that we were ready to develop new products, new customers and advanced technologies. I am pleased to report now that our efforts have won strong recognition from world-class customers. Our existing FOPLP technology is in a world-leading position, and our production capacity is far below customer demand. We are therefore now actively launching large-scale capital expenditures to purchase the Science Park Plant V (originally AUO Corporation's L3C fab) in the Hsinchu Science Park and accelerate capacity expansion at the Science Park Plant III (Plant P11).

Looking ahead, we will continue to consolidate our leading position in the memory field and fully invest in the development and manufacturing of advanced packaging and testing technologies. Our goal this year is to complete the fab expansion plan on schedule by the end of the year, successfully pass customer product certifications, achieve yield rates that exceed industry standards, and provide customers with products that offer the most consistent quality at the most competitive price.

Over the new few years, we will strive to become a leader in the following packaging and testing technologies:

1. FOPLP for high performance computing AI chips
2. Optical engine and CPO.
3. High Bandwidth Memory.

Finally, I would like to thank all shareholders for their longstanding support and trust.

I wish you all the best of health and success in all endeavors.

Sincerely,
D.K. Tsai
PTI Chairman

Powertech Technology Inc.

2025 Business Report

I. 2025 Business Report

According to the World Economic Outlook published by the International Monetary Fund (IMF) in January 2026, the global growth was about 3.2% for 2025, consistent with the original forecast. Growth rates for 2026 and 2027 are estimated to be 3.3% and 3.2% respectively. The global inflation rate was 4.1% in 2025, and IMF predicts that it will fall to 3.8% in 2026 and 3.4% in 2027. Envisage inflation returning to target more gradually in the United States than in other large economies.

Risks to the outlook remain tilted to the downside, the underlying factors include trade tensions could flare up, geopolitical tensions could erupt, and larger fiscal deficits and high public debt, would lead to prolong uncertainty, weigh more heavily on activity, and disrupt the global economy through their impact on financial markets, supply chains, and commodity prices. Activity could be further lifted by AI-related investment and eventually transform into sustainable growth if faster AI adoption translates into strong productivity gains and increased business dynamism.

According to the research by Gartner, a technological research and consulting firm, global semiconductor market revenue grew nearly 21% to US\$793.4 billion by 2025, driven by the rising demand for GPUs and HBM in AI data centers. Among these, AI semiconductors such as GPUs and HBM accounted for approximately one-third of total revenue. Gartner also projects that AI infrastructure investment will exceed \$1.3 trillion by 2026, further solidifying the dominant position of AI semiconductors. Based on a study of Industrial Economics and Knowledge (IEK) published in October 2025: expected that Revenue of Taiwan semiconductor industry was NT\$ 6,482.5 billion which was 22% increased from 2024. Revenue of Taiwan IC packaging sector was NT\$ 482.2 billion which was 13.9% increased from 2024, and revenue of Taiwan IC testing sector was NT\$ 228.2 billion which was 14% increased from 2024.

In the face of global political and economic turmoil in 2025, with the demand for servers, automotive electronics, high-speed computing, artificial intelligence(AI) and other clients continuing to grow, and benefiting from urgent orders from customers, PTI's performance this year is slightly higher than 2024. In the future, PTI will continue to deepen our research and development technology, expanding advanced packaging production capacity to meet customer and market needs, and promoting the Company's goal of sustainable management.

Details of 2025 revenue and profitability are reported as follow:

(1) 2025 Business Results

PTI Consolidated revenue of 2025 was NT\$ 74.929 billion, which was 2.20% increase from 2024 consolidated revenue of NT\$ 73.315 billion. 2025 net income belonged to parent company was NT\$ 5.536 billion which was 18.45% decrease from 2024 NT\$ 6.788 billion.

(2) Implementation status of budget: PTI did not disclose financial forecast.

(3) Financial Status

2025 Consolidated Statement of Cash Flow	(in NT thousand)
a. Net cash inflow from operating activities	16,697,873
b. Net cash outflow from investing activities	26,023,284
(Changes mainly from acquisition of machinery and equipment)	
c. Net cash inflow from financing activities	4,197,348
(Mainly for borrowing of loans)	

(4) Profitability Analysis

Analysis Items		2025	2024
Profitability	Operating Income / Capital Ratio	107.12%	123.59%
	Pre-tax Net Income / Capital Ratio	115.82%	140.65%
	Return on Assets	6.39%	7.90%
	Return on Equity	10.10%	12.07%
	Net Income (Loss) Ratio	7.39%	9.26%
	Net Income(Loss) Per Share	\$ 7.48	\$ 9.09

(5) R&D Updates

The Company continues to invest substantial resources in the research and innovation of advanced technologies. In 2025, research and development expenses amounted to approximately NT\$2.8 billion, representing approximately 3.74% of the annual consolidated revenue. Building upon its strong foundation in memory and logic IC assembly and testing, the Company is committed to driving innovation in advanced packaging and heterogeneous integration technologies. Through a comprehensive packaging roadmap—including Copper Pillar Bump (CPB), Flip-Chip Chip Scale Package (FCCSP), Large Multi-Chip Module Flip-Chip Ball Grid Array (Large MCM FCBGA), and Chiplet Flip-Chip Ball Grid Array (Chiplet FCBGA)—the Company provides global customers with high-density and high-performance solutions. In response to miniaturization trends, the Company has also deepened its capabilities in System-in-Package / System-in-Module (SiP/SiM), High Bandwidth Package-on-Package (HBPoP), and Embedded Heat Sink FCCSP technologies, which offer enhanced thermal performance.

Key Technological Breakthroughs

1. 5G Communications and RF Validation:

Leveraging its leading Antenna-in-Package / Antenna-in-Module (AiP/AiM) technologies, together with a dedicated 5G RF laboratory, the Company provides precise performance validation for 5G AiP products, accelerating the commercialization of next-generation communication devices.

2. CMOS Image Sensors (CIS):

By utilizing Through-Silicon Via (TSV) interconnect technology, the Company significantly enhances image readout speed. It is actively developing wafer-level chip-scale packaging (CIS CSP) applications for medical, surveillance, and automotive markets.

3. High-Performance Computing (HPC) and Cloud Applications:

For High Bandwidth Memory (HBM) products, TSV technology is employed to optimize signal paths, significantly improving memory bandwidth and computing speed to meet the stringent requirements of AI servers and the HPC market.

4. Next-Generation Packaging Outlook

In response to chip scaling challenges in the post-Moore's Law era, the Company is fully committed to developing 2.5D/3D TSV and Fan-Out Wafer-Level/Panel-Level Packaging (FOWLP/FOPLP). Through close R&D collaboration and product validation with customers, the Company continues to overcome process limitations and lay a solid foundation for future growth.

II. 2026 Annual Operating Plan Summary

1. Business Policy:

- (1) Keeping “Promise,” creating innovative “Technology” and providing “Integration” services are our core company values.
- (2) Focus on the semiconductor assembly and test services; and collaborate with customers and vendors for mutual benefits.
- (3) Commit to developing advanced technologies and timely launching new products to enhance growth momentum.
- (4) Provide the turnkey solutions with reliable quality and cutting-edge technologies.
- (5) Consolidate resources and strengthen operational efficiency to ensure business profits and sustainability.
- (6) Develop talents; and create a winning joint value between employee benefits and shareholders’ interests.

2. Sales Volume Projection:

According to the 2026 semiconductor sales forecast released in January 2026 by the World Semiconductor Trade Statistics (WSTS), the global semiconductor market is projected to grow by 26.3% year-over-year in 2026, reaching a record high of USD 975 billion. By product category, logic chips—serving as the “brains” of electronic devices—are expected to increase by 32.1% to USD 390.8 billion, while memory chips are projected to grow by 39.4% to USD 294.81 billion. WSTS further forecasts that the Americas will record the fastest growth in 2026, expanding by 34.4% to USD 338.6 billion, followed by the Asia-Pacific region with 24.9% growth to USD 526.3 billion.

Looking ahead to 2026, as various emerging applications continue to evolve—including artificial intelligence (AI), electric vehicles (EVs) and autonomous driving, data centers, low-earth-orbit (LEO) satellites, e-healthcare, consumer electronics, and innovative features across a wide range of mobile devices—the semiconductor industry is expected to remain a key driver of growth within the ICT sector.

Nevertheless, several factors warrant close monitoring. The ongoing restructuring of global supply chains toward regionalization and shorter supply chains continues to elevate uncertainties in global trade. Geopolitical risks persist, with regional conflicts affecting energy supply and disrupting industrial and civilian activities. Although inflationary pressures in major European and American economies have eased slightly, they remain elevated and continue to influence economic and financial conditions. Meanwhile, Mainland China’s economy remains sluggish, with deflationary pressures intensifying, potentially impacting the pace of global economic recovery and requiring continued close observation.

In terms of estimated production volumes for 2026, logic chip packaging and testing is expected to sustain robust growth, while memory chip packaging and testing is anticipated to show steady performance with signs of recovery. The projected production volumes by product category for 2026 are set out in the table below:

Item	Sales Forecast Volume
Assembly	11.8 B packages
Final Test	7.8 B packages
Wafer Level Package	1.11 M wafers
Chip Probing	1.39 M wafers
SSD + SiP	293 M PCS

3. Key Production & Marketing Policies:

- (1) Provide one-stop turnkey solution to reduce cycle time and logistics costs.
- (2) Continue to strengthen the Company's leading position in the packaging and testing of memory products
- (3) Actively expand the logic product portfolio and accelerate growth momentum in fan-out packaging. At the same time, advance the development of flip chip (FC) packaging—particularly large-size, high-end FC_BGA—solid-state drives (SSD), wafer-level packaging (WLP), chip probing (CP), and system-in-package (SiP) related businesses.
- (4) Further deepen long-term partnerships with existing customers, while proactively expanding into new markets, applications, customer segments, and product development opportunities.
- (5) Continue to focus on cost control and effectively integrate Group resources to enhance the Company's overall competitive advantage.

Chairman: D.K. Tsai

Managers: Boris Hsieh / J.S. Leu

Head of Accounting: Benson Hung

II. Corporate Governance

2. Board of Directors, Independent Directors, CEO, Vice Presidents, Assistant Vice Presidents, Head of Each Department and Subsidiaries

(1) Information Regarding Board of Directors and Independent Directors

Information Regarding Directors and Independent Directors (I)

March 29, 2026

Title	Name	Nationality	Date On-Board	Gender	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Directors or Independent Directors Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers			Note (Note 2)
							Shareholding	%	Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation	
Chairman	D.K. Tsai	ROC	5/31/2023	Male 71-80 yrs old	3 years	6/23/1999	4,440,000	0.58%	3,360,000	0.44%	-	0.00%	-	0.00%	Industrial Engineering from Taipei Institute of Technology General Manager, Kingston Technology Far East Corp. Chairman, Kingston Technology Far East Corp.	CSO of Powertech Technology Inc. Legal Representative Director of Greatek Electronics Inc. Director of Powertech Holding (B.V.I.) Inc. Director of PTI Technology (Singapore) Pte. Ltd. Director of Powertech Technology (Singapore) Pte. Ltd. Executive Director of Powertech Technology Japan Ltd. Director of Tera Probe, Inc. Independent Director of Compal Electronics, Inc. Chairman of PTI Education Foundation	-	-	-	-

Title	Name	Nationality	Date On-Board	Gender	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Directors or Independent Directors Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers			Note (Note 2)
							Shareholding	%	Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation	
Director	J.S. Leu	ROC	5/31/2023	Male 61-70 yrs old	3 years	5/28/2020	62,356	0.01%	62,356	0.01%	0	0.00%	0	0.00%	Bachelor of Mechanical Engineering from Feng Chia University Deputy Director, Packaging Manufacturing, Powerchip Technology Corp.	President of Powertech Technology Inc. Director of Longforce Technology (Suzhou) Ltd. Chairman of Powertech Semiconductor (Xi'an) Co., Ltd Legal Representative Director of Greatek Electronics Inc. Director of PTI Technology (Singapore) Pte. Ltd Director of Powertech Technology (Singapore) Pte. Ltd.	-	-	-	-
Director	Kingston Technology Corp. Investment Account Rep: Shigeo Koguchi	USA.	5/31/2023	Male 71-80 yrs old	3 years	5/26/2017	29,875,000 0	3.94% 0.00%	29,875,000 0	3.94% 0.00%	0	0.00%	0	0.00%	Master of Engineering from University of Florida Master of Engineering from Hokkaido University Sr. Executive VP. Of Toshiba Corp. Director and Senior Advisor of Toshiba Corp.	None	-	-	-	-
Director	Kingston Technology Corp. Investment Account Rep: Daphne Wu	USA.	5/31/2023	Female 61-70 yrs old	3 years	5/26/2017	29,875,000 22,000	3.94% 0.00%	29,875,000 15,000	3.94% 0.00%	0	0.00%	0	0.00%	Bachelor of Accountancy from National Chengchi University CFO of Kingston Technology Far East Corp.	CFO of Kingston Technology Far East Corp. Supervisor of Kingston Solution Inc.	-	-	-	-

Title	Name	Nationality	Date On-Board	Gender	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Directors or Independent Directors Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers			Note (Note 2)
							Shareholding	%	Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation	
Director	Greatek Electronic Inc. Rep: Boris Hsieh	ROC	5/31/2023	Male 61-70 yrs old	3 years	5/28/2020	11,800,000 0	1.55% 0.00%	20,350,000 18,000	2.68% 0.00%	- 2,000	- 0.00%	- 0	0.00%	Executive Master Degree in Business Administration from National ChiaoTung University General Manager of Kingston Technology Far East Corp. VP of Hon Hai Precision Industry Co Ltd Sr. VP of Powertech Technology Inc President of Microtech Technology Inc. CEO of Greatek Electronics Inc.	CEO of Powertech Technology Inc. Chairman and Legal Representative Director of Greatek Electronics Inc. Chairman and Legal Representative Director of TeraPower Technology Inc. Chairman of Get-Team Tech Corporation Director of Tera Probe, Inc. Director of PTI Education Foundation	-	-	-	-
Director	Toshiba Memory Semiconductor Taiwan Corp. Rep: Junichi Asada	ROC	5/31/2023	Male 61-70 yrs old	3 years	6/14/2005	3,655,309 0	0.48% 0.00%	3,655,309 0	0.48% 0.00%	- 0	- 0.00%	- 0	0.00%	Master Degree in Science and Engineering, Waseda University Senior Advisor of Kioxia Corporation	Chairman & President of KIOXIA Semiconductor Taiwan Corporation	-	-	-	-
Independent Director	Morgan Chang	ROC	5/31/2023	Male 71-80 yrs old	3 years	5/28/2020	0	0.00%	0	0.00%	2,000	0.00%	0	0.00%	Bachelor Degree in Computer and Control Engineering from National ChiaoTung University Manager of Acer Inc. Chairman of Kuang Chien Computer Co. Ltd. Deputy Mayor of Taichung City	CEO of Kuang Chien Computer Co. Ltd. Director of Eastern Resins Industrial Co. Ltd. Independent Director of Max Echo Technology Corp. Independent Director of Darfon Electronics Corp.	-	-	-	-

Title	Name	Nationality	Date On-Board	Gender	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Directors or Independent Directors Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers			Note (Note 2)
							Shareholding	%	Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation	
Independent Director	Pei-Ing Lee	ROC	5/31/2023	Male 71-80 yrs old	3 years	5/26/2017	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Ph.D. in Chemical Engineering from Syracuse University, New York Sr. Research Supervisor from IBM USA Chairman of Inotera Memories, Inc.	Director & President of Nanya Technology Corp. Chairman of MemoLead Technology Corporation	-	-	-	-
Independent Director	Ray Chen	ROC	5/31/2023	Male 71-80 yrs old	3 years	5/28/2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Honorary Doctorate from National Cheng Kung University Chairman of Compal Communications, Inc. President, Vice Chairman & CSO of Compal Electronics, Inc.	Chairman of Compal Electronics, Inc. (Note 1)	-	-	-	-
Independent Director	Chao-Chin Tung	ROC	5/31/2023	Male 71-80 yrs old	3 years	5/31/2023	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master Degree in Material Science, University of Rochester Chairman of China Development Industrial Bank Chairman of CTBC Bank Co., Ltd. Director of Taiwan Institute of Economic Research Vice Chairman of Resonac HD Taiwan Co., Ltd.	Director of Homeplus Digital Co., Ltd. Independent Director of TECO Electric & Machinery Co., Ltd.	-	-	-	-

Note 1: Independent director Ray Chen currently holding the following position:

Chairman for: Compal Optoelectronics (Kunshan) Co., Ltd. ∙ Compal Investment (Jiangsu) Co., Ltd. ∙ Compal System Trading (Kunshan) Co., Ltd. ∙ Compal Information Technology (Kunshan) Co., Ltd. ∙ Compal Display Electronics (Kunshan) Co., Ltd. ∙ Compal Information (Kunshan) Co., Ltd. ∙ Compal Electronics Technology (Kunshan) Co., Ltd. ∙ Compal Electronics (ChongQing) Co., Ltd. ∙ Compal Electronics, (China) Co., Ltd. ∙ Compal Digital Technology (Kunshan) Co., Ltd. ∙ Hong Jin Investment Co., Ltd. ∙ Hong Ji Capital Co., Ltd. ∙ Ripal Optotronics Co., Ltd. ∙ UniCore Biomedical Co., Ltd. ∙ Aco Healthcare Co., Ltd. ∙ ARCE Therapeutics, Inc. ∙ Kunshan Botai Electronics Co., Ltd. ∙ Kinpo & Compal Group Assets Development Corporation ∙ Palcom International Corporation ∙ Compal Smart Device (Chongqing) Co., Ltd. ∙ Arcadyan Technology Corporation ∙ Fusionite Corporation ∙ General Life Biotechnology Co., Ltd. ∙ Ray-Kwong Medical Management Consulting Co., Ltd. ∙ River Regeneration and Rejuvenation Biotechnology Co. Ltd. ∙ Raypal Biomedical Co., Ltd. ∙ Gempal Technology Corp. ∙ Panpal Technology Corp. ∙ COMPAL SMART DEVICE INDIA PRIVATE LIMITED.

Board of Director for: Compal (Vietnam) Co., Ltd. ∙ Compal Management (Chengdu) Co., Ltd. ∙ Compal Investment (Sichuan) Co., Ltd. ∙ Compal Development & Management (Vietnam) Co., Ltd. ∙ Compal Ruifang Health Assets Development Corporation ∙ Compal Electronics (Chengdu) Co., Ltd. ∙ Compal Networking (Kunshan) Co., Ltd. ∙ Compower Global Service Co., Ltd. ∙ Kinpo Group Management Consultant Company ∙ HengHao Technology Co. Ltd. ∙ NCKUEE ALUMNI ASSOCIATION ∙ Mactech Co., Ltd. ∙ Phoenix Innovation Venture Capital Co., Ltd. ∙ Compal Broadband Networks, Inc. ∙ UNICOM GLOBAL, INC. ∙ Arcadyan Holding (BVI) Corp. ∙ Arch Holding (BVI) Corp. ∙ Ascendant Private Equity Investment Ltd. ∙ Big Chance International Co., Ltd. ∙ Billion Sea Holdings Ltd. ∙ Bizcom Electronics, Inc. ∙ Center Mind International Co., Ltd. ∙ Compal Americas (US) Inc. ∙ Compal Display Holding (HK) Limited ∙ Compal Electronics (Holding) Ltd. ∙ Compal Electronics International Ltd. ∙ Compal Electronics N.A. Inc. ∙ Compal International Holding Co., Ltd. ∙ Compal International Holding (HK) Limited ∙ Compal International Ltd. ∙ Compal Rayonnant Holdings Ltd. ∙ Compal USA (Indiana), Inc. ∙ Compal Wise Electronic (Vietnam) Co., Ltd ∙ Compalead Electronics B.V. ∙ Core Profit Holdings Limited ∙ Etrade Management Co.,Ltd. ∙ Flight Global Holding Inc. ∙ Forever Young Technology Inc. ∙ Fortune Way Technology Corp. ∙ Giant Rank Trading Limited ∙ Goal Reach Enterprises Ltd. ∙ HengHao Holdings A Co., Ltd. ∙ HengHao Holdings B Co., Ltd. ∙ High Shine Industrial Corp. ∙ Intelligent Universal Enterprise Ltd. ∙ Jenpal international Ltd. ∙ Just International Ltd. ∙ Prisco International Co., Ltd. ∙ Prospect Fortune Group Ltd. ∙ Sinoprime Global Inc. ∙ Smart International Trading Ltd. ∙ Wah Yuen Technology Holding Ltd. ∙ Webtek Technology Co.,Ltd.

Director for: Institute for Biotechnology and Medicine Industry

Note 2: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer): None.

For Directors or Committee Members that are representatives of Institutional Shareholders, the main shareholders of the Institutional Shareholders (the Top Ten Shareholders)

March 29, 2026

Name of Institutional Shareholder	Main Shareholders of the Institutional Shareholders
Kingston Technology Corporation Investment Account	John Tu (50%), David Sun (50%)
Greatek Electronic Inc.	Powertech Technology Inc.(42.91%)、Taiwan Bank in custody for Yuanta Taiwan High Dividend Low Volatility ETF(4.23%)、Chang Gung Medical Foundation(1.71%)、Wu Su-yu(1.67%)、Capital Taiwan Select Premium Active ETF(1.44%)、Chang Wah Electromaterials Inc.(1.03%)、Hung-Wei Venture Capital Co., Ltd(1.02%)、Yang Chiu-shia(1.01%)、Hsu Hsiu-mei(0.77%)、Cheng Chun-chung(0.73%)
KIOXIA Semiconductor Taiwan Corporation	Kioxia Corporation (100%)

The main shareholders of the Institutional Shareholders in Table above whose main shareholders are Institutional Shareholders:

March 29, 2026

Name of Institution	Main Shareholders of the Institution
Powertech Technology Inc.	Capital Tip Customized Taiwan Select High Dividend ETF(5.55%)、Yuanta Taiwan Dividend Plus ETF(4.78%)、Investment Account of Kingston Technology Corporation(3.94%)、Taipei Fubon Bank in custody for Fuh Hwa Taiwan Technology Dividend Highlight ETF(3.40%)、Cathay Life Insurance Co., Ltd.(3.25%)、Labor Pension Fund(2.84%)、Greatek Electronic Inc.(2.68%)、J.P.Morgan Securities plc(1.88%)、KTC-SUN Corp.(1.81%)、COOPERATIEVE RABOBANK U.A. - INTERNAL - UTRECHT BRANCH(1.44%)
Chang Gung Medical Foundation	Nan Ya Plastics Corp(17.91%), Formosa Chemicals & Fiber Corp(13.71%),Formosa Plastics Corp(13.28%), Wang Yong Zai(deceased, 11.24%), Wang Yong Ching(deceased, 7.35%)
Chang Wah Electro-materials Inc..	Wah Lee Industrial Corp. (27.27%), Shin-xin Investment Inc. (7.88%), Yuan-yao Energy Inc. (5.97%), Chang Wah Technology Co., Ltd. (4.85%), Bei Sih Jie Investment Co., Ltd. (3.00%), JMC Electronics Co., Ltd. (1.90%), Citibank (Taiwan) Commercial Bank is the custodian for the UBS Europe SE Investment Account (1.74%), JPMorgan Chase Bank N.A., Taipei Branch in custody for JP Morgan Securities Investment Account (1.63%), Standard Chartered in custody for Standard Chartered Bank (HK) Limited - Stock Transactions (0.93%), JPMorgan Chase Bank N.A. Taipei Branch in Custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds (0.74%)
Hung-Wei Venture Capital Co., Ltd.	Realtek Semiconductor Corp.(100%)
Kioxia Corporation	Kioxia Holdings Corporation (100%)

Information Regarding Directors and Independent Directors (II)

March 29, 2026

Qualification Name	Specialty Field and Experiences	Independence of Independent Directors	Independent Director of Public listed Company
DK Tsai	For Directors' professional qualification and experience, please refer to "Information Regarding Directors and Independent Directors (I)" of this Annual Report. None of the Directors has been in or is under any circumstances stated in Article 30 of the Company Law.	Not Applicable.	
JS Leu			
Kingston Technology Corp. Investment Account Rep: Shigeo Koguchi			
Kingston Technology Corp. Investment Account Rep: Daphne Wu			
Greatek Electronic Inc. Rep: Boris Hsieh			
Toshiba Memory Semiconductor Taiwan Corp. Rep: Junichi Asada			
Morgan Chang			
Pei-Ing Lee	1. Himself, spouse, or any relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliated companies: No	0	
Ray Chen	2. Number and percentage of Company shares held by himself, spouse, or any relatives within the second degree of kinship (including shares held in another person's name): within the specified range, please refer to "Information Regarding Directors and Independent Directors (I)" of this Annual Report.	0	
Chao-Chin Tung	3. Compensation or benefits for providing to the Company or its affiliates: any audit service; or commercial, legal, financial, accounting services or other services within the recent two years: None.	1	

Director Diversity and Independence:

1. Diversity status of the Board:

(1) The diversity policy of the Board

Item 3, Article 20 of “Corporate Governance Best Practice Principles” and Article 3 of “Rules for Election of Directors” stated: board members should not be discriminated against gender; all members should be capable in knowledge, skills, and mind set. All board of directors should be capable in:

- | | |
|---------------------------|--------------------------------|
| a. Operational judgments; | e. Industry knowledge; |
| b. Financial analysis; | f. International perspectives; |
| c. Management skills; | g. Leadership skills; |
| d. Crisis management; | h. Decision Making. |

(2) Target and Progress:

Target	Progress Status
No less than 4 independent directors	Completed
Independent directors accounted for no less than 1/3 of board	Completed
No less than one female board director	Completed
Employees accounted for less than 1/3 of directors	Completed

(3) Execution Status:

Name	Nationality	Gender	Employee of PTI	Age Range			Independence Director Seniority (Terms)		Operational Judgment	Financial Analysis	Management Skills	Crisis Management	Industry Knowledge	International Perspectives	Decision Making
				51 - 60	61 - 70	71 - 80	<3	>3							
DK Tsai	ROC	Male	√			√			√		√	√	√	√	√
J. S. Leu	ROC	Male	√		√				√		√	√	√	√	√
Shigeo Koguchi	Japan	Male				√			√		√	√	√	√	√
Daphne Wu	ROC	Female			√				√	√	√	√	√	√	√
Boris Hsieh	ROC	Male	√		√				√		√	√	√	√	√
Junichi Asada	Japan	Male			√				√		√	√	√	√	√
Morgan Chang	ROC	Male				√	√		√		√	√	√	√	√
Pei-Ing Lee	ROC	Male				√	√		√		√	√	√	√	√
Ray Chen	ROC	Male				√	√		√		√	√	√	√	√
Chao-Chin Tung	ROC	Male				√	√		√	√	√	√	√	√	√

2. Reasons why the number of directors of the same gender on the Company's Board of Directors did not reach one-third, and measures to be taken to improve the gender diversity of directors:

Reason: There is a lack of female senior management talent in the Company resulting in the gender ratio of female directors being less than one-third.

Measures to be taken: Women will be actively encouraged to participate in senior management training. They can then provide with more leadership and management opportunities to cultivate candidates for directorships.

3. Independence: 4 independent directors served under 9 years. None of the directors are spouses or relatives within the second degree, and the circumstances are in compliance with the provisions of paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

4. Status of 2025 Continue Education for Board of Directors and Management:

Title	Name	Date	Host By	Course	Duration (Hours)
Chairman	DK Tsai	07/09/2025	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
Director	JS Leu	07/09/2025	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
Director	Boris Hsieh	07/09/2025	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
		07/31/2025	Taiwan Stock Exchange	2025 Strengthening Taiwan's Capital Markets Summit	3
Independent Director	Morgan Chang	05/29/2025	Securities & Futures Institute	2025 IFRS Sustainability Disclosure Standards Workshop (Listed Companies)	3
		08/22/2025	Chinese National Association of Industry and Commerce	2025 TS Holdings Net Zero Summit	3
Independent Director	Pei-Ing Lee	07/23/2025	Taiwan Corporate Governance Association	Enterprise Risk Management and Practical Implementation	3
		11/14/2025	Securities & Futures Institute	Trump 2.0: Overturning the Global Economic Order – Impacts and Responses	3
Independent Director	Ray Chen	03/29/2025	Importers and Exporters Association of Taipei	Outlook for 2025: Global Economic Trends and Taiwan's Path to Industrial Transformation	3
		05/14/2025	Taiwan Institute of Directors	The U.S. New Tariff Storm: Survival Strategies for Suppliers	3
		11/12/2025	Taiwan Institute of Directors	Corporate Digital Transformation: Case Studies on AI and Emerging Technologies	3
Independent Director	Chao-Chin Tung	08/13/2025	Independent Director Association Taiwan	Challenges and Responses in the New Global Economic and Trade	3
		12/16/2025	Taiwan Institute of Directors	Manufacturing Transformation and Board Governance Responsibilities in the AI Era	3
CFO and Corporate Governance Officer	Huck Shen	07/03/2025	Securities & Futures Institute	Series of Courses for Directors, Supervisors, and Corporate Governance Officers: Shareholders' Meetings, Control Rights, and Equity Strategies	3
		07/15/2025-07/16/2025	Taiwan Corporate Governance Association	Greenhouse Gas Management Workshop and Sustainability Awareness Seminar	9
		08/08/2025	Securities & Futures Institute	2025 Legal Compliance Briefing on Insider Share Transactions	3
		08/15/2025	Business Council for Sustainable Development of Taiwan	CDP IFRS S2 Q&A Session: Enhancing Climate Information Disclosure to Improve Corporate Climate Resilience	6
Head of Accounting	Benson Hung	08/13/2025	Accounting Research and Development Foundation	A Comprehensive Analysis of Internal Control Practices in "Sustainability Information Management"	6
		09/08/2025-09/09/2025	Accounting Research and Development Foundation	Continuing Professional Development Course for Accounting Supervisors of Issuing Brokerage Firms Stock Exchange Professional Development Course	12
		10/30/2025-10/31/2025	Accounting Research and Development Foundation	Continuing Professional Development Course for Accounting Supervisors of Issuing Brokerage Firms Stock Exchange Professional Development Course	12

(2) Information Regarding President, Vice Presidents, Assistant Vice Presidents, and Department Managers

March 29, 2026 / Unit: share

Title (Note 1)	Name	Nationality	Gender	Date On-Board	Shareholding (Note 5)		Shareholding Under Spouse and Minor Children		Shareholding Under 3 rd Party Name		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Managers Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers			Note
					Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation	
CSO	D.K. Tsai	ROC	Male	11/02/2018	3,360,000	0.44%	-	-	-	-	Industrial Engineering from Taipei Institute of Technology General Manager of Kingston Technology Far East Corp. Chairman of Kingston Technology Far East Corp.	Chairman of Powertech Technology Inc. Legal Representative Director of Greatek Electronics Inc. Director of Powertech Holding (B.V.I.) Inc. Director of PTI Technology (Singapore) Pte. Ltd. Director of Powertech Technology (Singapore) Pte. Ltd. Executive Director of Powertech Technology Japan Ltd. Director of Tera Probe, Inc. Independent Director of Compal Electronics, Inc. Chairman of PTI Education Foundation	-	-	-	-
CEO	Boris Hsieh	ROC	Male	10/01/2020	18,000	0.00%	2,000	0.00%	-	-	Executive Master Degree in Business Administration from National Chiao Tung University General Manager of Kingston Technology Far East Corp. VP of Hon Hai Precision Industry Co Ltd Sr. VP of Powertech Technology Inc. President of Microtech Technology Inc.	Legal Representative Director of Powertech Technology Inc. Chairman and Legal Representative Director of Greatek Electronics Inc. Chairman and Legal Representative Director of TeraPower Technology Inc. Chairman of Get-Team Tech Corporation Director of Tera Probe, Inc. Director of PTI Education Foundation	-	-	-	-
President	J.S. Leu	ROC	Male	10/01/2020	62,356	0.01%	-	-	-	-	Bachelor of Mechanical Engineering from Feng Chia University Deputy Director of Packaging Manufacturing, Powerchip Technology Corp.	Director of Powertech Technology Inc. Director of Longforce Technology (Suzhou) Ltd. Chairman of Powertech Semiconductor (Xi'an) Co., Ltd Legal Representative Director of Greatek Electronics Inc. Director of PTI Technology (Singapore) Pte. Ltd Director of Powertech Technology (Singapore) Pte. Ltd.	-	-	-	-

Title (Note 1)	Name	Nationality	Gender	Date On-Board	Shareholding (Note 5)		Shareholding Under Spouse and Minor Children		Shareholding Under 3 rd Party Name		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Managers Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers			Note
					Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation	
FT/ Module Assembly Operations Sr. VP	Wilber Wu	ROC	Male	08/10/2013	10,786	0.00%	-	-	-	-	Master of Industrial Engineering from Chung Yuan Christian University Department Manager of PowerChip Technology Corp.	Legal Representative Director of TeraPower Technology Inc. Director of PTI Education Foundation	-	-	-	-
CFO	Huck Shen	ROC	Male	11/08/2024	0	0.00%	-	-	-	-	Master Degree in Business Administration from National Chengchi University Finance Director of PTI (Suzhou) Assistant VP of Long Bon International Co., Ltd	Director of Tera Probe, Inc. Director of Powertech Semiconductor (Xian) Co., Ltd. Director of Powertech Technology (Singapore) Pte. Ltd.	-	-	-	-
Corporate Executives Sr. VP	Paul Wu	ROC	Male	03/09/2010	0	0.00%	-	-	-	-	Bachelor of Mechanical Engineering from Tamkang University Director of Amkor Taiwan	None.	-	-	-	-
Advanced Package Technology Development & Operations Sr. VP	Jim Lin	ROC	Male	01/01/2023	5,000	0.00%	-	-	-	-	Ph. D of Power Mechanical Engineering from National Tsing Hua University RD Manager of TSMC	None.	-	-	-	2
Plant Affairs VP	Perry Lin	ROC	Male	01/11/2019	11,715	0.00%	-	-	-	-	Associate degree of Mechanical Engineering from Minghsin Institute of Science & Technology Manager of Kingston Technology Far East Corp.	None.	-	-	-	-
Human Resources & Legal Affairs VP.	Yohan Lin	ROC	Male	01/11/2019	150,000	0.02%	-	-	-	-	J.D from Law School of Golden Gate University Attorney of PricewaterhouseCoopers Taiwan	Supervisor of Powertech Semiconductor (Xian) Co., Ltd Supervisor of TeraPower Technology Inc. Director of PTI Education Foundation	-	-	-	-

Title (Note 1)	Name	Nationality	Gender	Date On-Board	Shareholding (Note 5)		Shareholding Under Spouse and Minor Children		Shareholding Under 3 rd Party Name		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Managers Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers			Note
					Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation	
LPRD Conventional Package - Logic R&D VP	Michael Hsu	ROC	Male	01/01/2023	0	0.00%	-	-	-	-	Master of Nuclear Science from National Tsing Hua University Department Manager of Amkor Taiwan	Board Director of PTI Education Foundation	-	-	-	3
Sales & Marketing VP	Richard Hsu	ROC	Male	07/01/2025	0	0.00%	-	-	-	-	Master degree in Graduate Institute of Resource Management - National Chung Hsing University Product Marketing Assistant Manager of AMIC	None.				3
Materials Management VP	Roger Lin	ROC	Male	07/01/2025	0	0.00%	-	-	-	-	Master degree in Institute of Power Mechanical Engineering - National Tsing Hua University Senior Director of PTI	None.				3
WB/ FC Assembly Operations VP	Nero Hsu	ROC	Male	02/01/2026	0	0.00%	2000	000%	-	-	Bachelor Degree in Mechanical Engineering - Chung Yuan Christian University Deputy Director of Amkor Taiwan	None.				4
WLP AVP	Victor Tung	ROC	Male	03/01/2016	0	0.00%	-	-	-	-	Master of Industrial Engineering from Yuan Ze University Sr. Director of Amkor Taiwan	None.	-	-	-	-

Note 1: Logic Testing R&D AVP Mr. Vic Chen resigned on May 16, 2025; VP Mr. Kevin Chiao retired on January 5, 2026; Sr. VP Mr. Y.C. Chen retired on January 31, 2026.

Note 2: Mr. Jim Lin was promoted to Senior Vice President, effective July 1, 2025.

Note 3: Mr. Michael Hsu, Mr. Richard Hsu and Mr. Roger Lin were promoted to Vice President, effective July 1, 2025.

Note 4: Mr. Nero Hsu was promoted to Vice President, effective February 1, 2026.

Note 5: Actual shareholdings held as of March 29, 2025, the date of transfer suspension time at this Annual General Shareholders' Meeting.

Note 6: If the general manager or person of an equivalent post (the highest level manager) and the chairperson of the board of directors of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g. increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer): Not applicable.

2. Remuneration Paid to Directors, CEO, and Vice Presidents

(1) Remuneration Paid to Directors

Unit : NT\$ Thousands

Job title	Name	Remuneration to directors								Sum of A+B+C+D and ratio to net income (Note 10)	Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D +E+F+G and ratio to net income (Note 10)	Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 11)				
		Base Compensation (A) (Note 2)		Retirement pay and pensions (B)		Director profit sharing compensation (C) (Note 3)		Expenses and perquisites (D) (Note 4)			Salary, rewards, and special disbursements (E) (Note 5)		Retirement pay and pensions (F)		Employee profit-sharing compensation (G) (Note 6)									
		The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)		The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company				All Consolidated Entities (Note 7)		The Company	All Consolidated Entities (Note 7)
																	Cash	Stock (Fair Market Value)			Cash	Stock (Fair Market Value)		
Chairman	D.K. Tsai																							
Director	JS Leu																							
Director	Kingston Technology Corporation Rep: Shigeo Koguchi																							
Director	Rep: Daphne Wu	0	0	0	0	74,736	103,074	720	2,188	75,456 1.36%	105,262 1.90%	32,568	32,568	0	0	11,210	0	11,210	0	119,234 2.15%	149,040 2.69%	None		
Director	Greatek Electronic Inc. Rep: Boris Hsieh																							
Director	Kioxia Memory Semiconductors Taiwan Corp. Rep: Junichi Asada																							
Independent Director	Morgan Chang																							
Independent Director	Pei-Ing Lee	9,120	9,120	0	0	0	0	480	480	9,600 0.17%	9,600 0.17%	0	0	0	0	0	0	0	0	9,600 0.17%	9,600 0.17%	None		
Independent Director	Ray Chen																							
Independent Director	Chao-Chin Tung (Note 13)																							

1. Independent director's compensation policy, procedure, standard and structure are dependent on liability, risk, and time involved:
 Base on the Article of Incorporation, independent director compensation will be distributed monthly exclude from annual board compensation. Independent director compensation will be dependent on contribution and involvement of operations and approved by board. The approved compensation should also be reasonable with domestic and international peers.

2. Additional compensation for services for company disclosed in the annual report (such as outside consultant): NA

Remuneration Range Table

Ranges of remuneration paid to each of the Company's directors	Name of Director			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company (Note 8)	All Consolidated Entities (Note 9)	From PTI (Note 8)	From All Consolidated Entities (Note 9)
Less than NT\$1,000,000	—	—	—	—
NT\$1,000,000 (incl.)~ NT\$2,000,000 (excl.)	—	—	—	—
NT\$2,000,000 (incl.)~ NT\$3,500,000 (excl.)	Morgan Chang, Pei-Ing Lee, Ray Chen, Chao-Chin Tung	Morgan Chang, Pei-Ing Lee, Ray Chen, Chao-Chin Tung	Morgan Chang, Pei-Ing Lee, Ray Chen, Chao-Chin Tung	Morgan Chang, Pei-Ing Lee, Ray Chen, Chao-Chin Tung
NT\$3,500,000 (incl.)~ NT\$5,000,000 (excl.)	—	—	—	—
NT\$5,000,000 (incl.)~ NT\$10,000,000 (excl.)	—	—	—	—
NT\$10,000,000 (incl.)~ NT\$15,000,000 (excl.)	JS Leu, Greatek Electronic Inc. (Rep: Boris Hsieh), Kingston Technology Corporation Investment Account (Rep: Shigeo Koguchi, Daphne Wu) Kioxia Memory Semiconductor Taiwan Corp (Rep: Junichi Asada)	JS Leu, Kingston Technology Corporation Investment Account (Rep: Shigeo Koguchi, Daphne Wu) Kioxia Memory Semiconductor Taiwan Corp (Rep: Junichi Asada)	Kingston Technology Corporation Investment Account (Rep: Shigeo Koguchi, Daphne Wu) Kioxia Memory Semiconductor Taiwan Corp (Rep: Junichi Asada)	JS Leu, Kingston Technology Corporation Investment Account (Rep: Shigeo Koguchi, Daphne Wu) Kioxia Memory Semiconductor Taiwan Corp (Rep: Junichi Asada)
NT\$15,000,000 (incl.)~ NT\$30,000,000 (excl.)	D.K. Tsai	—	JS Leu, Greatek Electronic Inc. (Rep: Boris Hsieh)	JS Leu
NT\$30,000,000 (incl.)~ NT\$50,000,000 (excl.)	—	D.K. Tsai, Greatek Electronic Inc. (Rep: Boris Hsieh)	D.K. Tsai	D.K. Tsai, Greatek Electronic Inc. (Rep: Boris Hsieh)
NT\$50,000,000 (incl.)~ NT\$100,000,000 (excl.)	—	—	—	—
NT\$100,000,000 or above	—	—	—	—
Total Director Count	10	10	10	10

Note 1: The names of all directors are listed individually (institutional shareholders by the name of institutional shareholders and its representatives). The remuneration is disclosed by summary for each item. Because two directors or representatives serve as CEO and president, they are excluded from this table and will be listed in Table 3 below.

Note 2: Remuneration paid for 2025. According to the latest Article of Incorporation, independent directors' compensation will be paid monthly and no longer in title to annual profits sharing plan.

Note 3: Remuneration paid for 2025 profit sharing plan before the amendment of Board remuneration plan.

Note 4: Compensation for traveling.

Note 5: Includes 2025 salaries, wages, allowances, pensions, severance pay, bonuses, incentives, traveling expenses, special expenses, allowances, dormitories, vehicles and other offers received as both employees and directors.

Note 6: The amount was employees served as Board members and received employee's profit sharing. The amount was estimated by ratio of year of 2025 actual amount multiple by year of 2025 distribution rate because the actual amount was pending for shareholders meeting approval. They will be listed in Table 3 below.

Note 7: Disclose the total amount of remuneration in each category paid to the directors of the Company by all companies in the consolidated financial report (including the Company).

Note 8: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director by the Company.

Note 9: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director of the Company by all companies in the consolidated financial report (including the Company).

Note 10: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 11: a. In this column, specifically disclose the amount of remuneration received by the directors of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state "None").

b. If directors of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column I of the Remuneration Range Table, and the name of that column shall be changed to "Parent company and all investee enterprises."

c. Remuneration means remuneration received by directors of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

(2) Remuneration Paid to President and Vice President

Unit: NT\$ Thousands

Title	Name (Note 1)	Salary (A) (Note 2)		Retirement pay and pension (B)		Rewards and special disbursements (C) (Note 3)		Employee profit-sharing compensation (D) (Note 4)				Sum of A+B+C+D and ratio to net income (%)		Remuneration received from investee enterprises other than subsidiaries or from the parent company
		The Company	All Consolidat ed Entities	The Company	All Consolidat ed Entities	The Company	All Consolidat ed Entities	The Company		All Consolidated Entities		The Company	All Consolidated Entities	
								Amount in Cash	Amount in Stock	Amount in Cash	Amount in Stock			
CSO	D.K. Tsai													
CEO	Boris Hsieh													
President	J.S. Leu													
COO & Sr. VP.	Y.C. Chen (Note 1)													
COO of Testing Operations Sr. VP.	Wilber Wu													
CFO	Huck Shen													
Sales VP	Kevin Chiao (Note 1)													
Corporate Executives Sr. VP	Paul Wu	46,589	46,589	0	0	37,006	39,605	20,162	0	20,162	0	103,757 1.87%	106,356 1.92%	None
Advanced Package Technology Development & Operations Sr. VP	Jim Lin													
Plant Affairs VP	Perry Lin													
Resources & Legal Affairs VP	Yohan Lin													
LPRD Conventional Package - Logic R&D VP	Michael Hsu													
Sales & Marketing VP	Richard Hsu													
Materials Management VP	Roger Lin													

Note 1: Mr. Kevin Chiao retired on January 5, 2026, and Mr. Y.C. Chen retired on January 31, 2026.

Remuneration Paid to President and Vice President Grade Table

Ranges of remuneration paid to each of the Company's general manager(s) and assistant general manager(s)	Name	
	The Company	All Consolidated Entities
Less than NT\$1,000,000	–	–
NT\$1,000,000 (incl.)~NT\$2,000,000 (excl.)	–	–
NT\$2,000,000 (incl.)~NT\$3,500,000 (excl.)	–	–
NT\$3,500,000 (incl.)~NT\$5,000,000 (excl.)	Kevin Chiao (Note 1), Richard Hsu, Roger Lin	Kevin Chiao (Note 1), Richard Hsu, Roger Lin
NT\$5,000,000 (incl.)~NT\$10,000,000 (excl.)	Y.C. Chen (Note 1), Huck Shen, Paul Wu, Wilber Wu, Perry Lin, Yohan Lin, Jim Lin, Michael Hsu	Y.C. Chen (Note 1), Huck Shen, Paul Wu, Wilber Wu, Perry Lin, Yohan Lin, Jim Lin, Michael Hsu
NT\$10,000,000 (incl.)~NT\$15,000,000 (excl.)	Boris Hsieh, J.S. Leu	Boris Hsieh, J.S. Leu
NT\$15,000,000 (incl.)~NT\$30,000,000 (excl.)	D.K. Tsai	D.K. Tsai
NT\$30,000,000 (incl.)~NT\$50,000,000 (excl.)	–	–
NT\$50,000,000 (incl.)~NT\$100,000,000 (excl.)	–	–
NT\$100,000,000 or above	–	–
Total Number of Executives	14	14

Note 1: Mr. Kevin Chiao retired on January 5, 2026, and Mr. Y.C. Chen retired on January 31, 2026, and their remuneration were disclosed until the date of their retirement.

Note 2: The amount was employees served as Board members and received employee's profit sharing. The amount was estimated by ratio of year of 2025 actual amount multiple by year of 2025 distribution rate because the actual amount was pending for shareholders meeting approval.

*This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

(3) Bonuses Paid to Management

Date: Dec 31 2025

	Job title	Name	Amount in stock (NTD K)	Amount in Cash (NTD K)	Total (NTD K)	As a % of net profit
Management	CSO	D.K. Tsai	0	21,680	21,680	0.39%
	CEO	Boris Hsieh				
	President	J.S. Leu				
	COO & Sr. VP	Y.C. Chen				
	Testing COO Sr. VP.	Wilber Wu				
	CFO & VP	Huck Shen				
	Sales VP	Kevin Chiao				
	Packaging Operations II. Sr. VP.	Paul Wu				
	Advanced Package Technology Development & Operations Sr. VP	Jim Lin				
	Plant Affairs VP.	Perry Lin				
	Human Resources & Legal Affairs VP.	Yohan Lin				
	LPRD Conventional Package - Logic R&D VP	Michael Hsu				
	Sales & Marketing VP	Richard Hsu				
	Materials Management VP	Roger Lin				
	Wafer Level Packaging AVP.	Victor Tung				
	Head of Accounting Department	Benson Hung				

Note 1: The 2025 profit sharing amount was approved by Board of Directors but pending for Shareholders' Meeting approval. The estimation was based on 2025 actual amount multiple by proposed ratio for 2025. Net income after tax for 2025 was referred to 2025 PTI financial statement net income after tax.

Note 2: Applicable grades for management are based on ruling of FSC Letter No. 0920001301 MOF March 27, 2003. The grades are listed below:

- 1) President or equivalent grade
- 2) Vice Presidents or equivalent grade
- 3) Assistant Vice President or equivalent grades
- 4) Head of Finance Department
- 5) Head of Accounting Department
- 6) Other Corporate management affairs or have signing authority

Note 3: Mr. Vic Chen resigned on May 16, 2025.

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

Title	2025 Compensation Percentage of Net Income after Tax		2024 Compensation Percentage of Net Income after Tax	
	PTI Alone	Consolidated	PTI Alone	Consolidated
Board of Director (Including Independent Director)	1.53%	2.07%	1.50%	1.94%
President and Vice President	1.87%	1.92%	1.70%	1.71%

The estimated percentage of directors' remuneration, general manager's and deputy general manager's remuneration to net profit after tax for the year 2025 is slightly higher than that for 2024, mainly due to the impact of managerial changes on the remuneration to be paid in 2025.

- (ii) Remuneration policy, standard, and package:

A. Director's remuneration:

In accordance with the proportions stipulated in the Company's Articles of Incorporation, no more than 1.5% of the pre-tax net profit before deducting employee compensation and directors' remuneration in the current year shall be allocated as directors' remuneration. However, a portion shall be set aside by the Company to make-up for accumulated losses. Independent Directors shall be paid a fixed monthly remuneration and shall not participate in annual profit distributions.

B. Managerial remuneration:

Managerial remuneration is determined based on a comprehensive assessment of their personal experience, professional competence, management responsibilities, and position, while also taking into account industry salary levels, in order to maintain the competitiveness of the Company's compensation in the market.

Regarding the link between managers' ESG (Environmental, Social, and Governance) performance and compensation, the Company attaches great importance to the implementation of sustainable development concepts. ESG performance indicators have been explicitly incorporated into the assessment framework for managerial remuneration. According to the "Managerial Compensation and Performance Evaluation Guidelines", ESG performance indicators account for 15% of the overall performance evaluation weight, and constitute, together with operational management indicators (50%) and financial indicators (35%), a comprehensive evaluation system. ESG indicators cover multiple aspects such as environmental protection (e.g., energy conservation and carbon reduction, resource recycling, and pollution prevention), social responsibility (e.g., employee care, community engagement, diversity and inclusion), and corporate governance (e.g., integrity and honesty, regulatory compliance, and risk management). The ESG indicators ensure that managers actively promote the sustainable development of the Company during the pursuit of business performance and integrate sustainability concepts into their daily management decisions.

To strengthen the material link between ESG and compensation, the Company sets clear and quantifiable ESG performance targets for managers' portfolios every year, such as the percentage reduction in greenhouse gases, the rate of reduction in occupational safety incidents among employees, and improvement of ESG rating scores. Performance is then rated on the actual accomplishments during the annual assessment. If a manager can effectively promote ESG-related projects and lead their teams on implementing sustainability strategies, this will not only help improve the Company's overall image and competitiveness, but also serve as an important basis for annual bonuses and salary adjustments. The setup motivates managers to view ESG goals as part of their core responsibility and promotes the transition of the Company as a whole towards sustainable operation.

C. Compensation and remuneration package:

As stipulated in the Compensation and Remuneration Committee's organizational rules, remuneration includes cash compensation, bonuses, employee compensation, stock trusts, retirement benefits, various allowances and other incentive measures. The scope is handled in accordance with the "Regulations Governing Information to be Published in Annual Reports of Public Companies".

(iii) The connection to operating performance and future risk:

According to the procedure for determining the remuneration of the Company's directors and managers, a review is first conducted by the Remuneration Committee before the proposal is submitted to the Board of Directors for annual evaluation and approval. The evaluation of remuneration takes into account individual performance, contribution to the Company and portfolio. Evaluation is also linked to the Company's overall operating performance and results to serve as an important basis for the issuance and adjustment of remuneration. At the same time, the Company's long-term development direction and potential operational risks are taken into account during the design and regular reviews of the system. Adjustments are made in a timely manner in accordance with government regulations and actual operating conditions to ensure the rationality and consistency of the remuneration system, while taking into account the Company's sound operation and sustainable development.

3. Corporate Governance Status

(I) Board of Directors Meeting Status:

6 (A) Board Meetings took place during 2025. The attendance status as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B/A 】	Remarks
Chairman	D.K. Tsai	6	0	100%	None
Director	JS Leu	6	0	100%	None
Director	Kingston Technology Corp. Rep: Shigeo Koguchi	6	0	100%	None
Director	Kingston Technology Corp. Rep: Daphne Wu	6	0	100%	None
Director	Greatek Electronic Inc. Rep: Boris Hsieh	6	0	100%	None
Director	Kioxia Memory Semiconductors Taiwan Rep : Junichi Asada	6	0	100%	None
Independent Director	Morgan Chang	6	0	100%	None
Independent Director	Pei-Ing Lee	6	0	100%	None
Independent Director	Ray Chen	6	0	100%	None
Independent Director	Chao-Chin Tung	6	0	100%	None
Accumulated Average Attendance		60	0	100%	None

Other Remark:

1. Any of the following situation should be clearly stated board meeting date, term, proposal details, all opinions from independent directors, and responses from the Company reading Independent Director opinion:

(1) Items listed by Article 14-3 of Securities and Exchange Act:

Audit Committee has been set up complied with Article 14-3 of Securities and Exchange Act and approved by Board. Details operations of Audit Committee can be found in Audit Committee Meeting Status in next section.

(2) Other written opinion or objection from Independent Directors regarding Board approval items: None.

2. Independent Directors should leave during discussion for matters with conflict of interest. Name of directors, proposal details, reason of conflicts and voting results:

(1) Board Meeting on February 21, 2025

Discussion item 5: Proposal of 2024 Board and employee compensation

DK Tsai, Boris Hsieh, and JS Leu were excused from the meeting due to conflict of interests. Remaining participated directors approved the proposal.

Discussion item 6: Management compensation adjustment

DK Tsai, Boris Hsieh, and JS Leu were excused from the meeting due to conflict of interests. Remaining participated directors approved the proposal.

3. Self-professional targets set up for the Board (ex, set up of Audit Committee, improve corporation transparency) and keep track of progress:

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Evaluation items
Once a year	Jan 1 2025 to Dec 31 2025	Board of Directors	Self-evaluation by Board members	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. After evaluating the questionnaire, the total achievement rate was 96.00%, and the evaluation result was beyond the standard.
		Individual Directors	Self-evaluation by 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. After evaluating the questionnaire, the total achievement rate was 92.17%, and the evaluation result was beyond the standard.
		Functional committee	Self-evaluation by Audit Committee members	Evaluation of performance for the Audit Committee include five major aspects: participation in the operation of the Company, enhancing the quality of the Audit Committee members' decision making, composition and structure of the Audit Committee, election and continuing education of the members, and internal control. After evaluating the questionnaire, the total achievement rate was 98.64%, and the evaluation result was beyond the standard.

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Evaluation items
Once a year	Jan 1 2025 to Dec 31 2025	Functional committee	Self-evaluation by Remuneration Committee members	Evaluation of performance for the Remuneration Committee include five major aspects: participation in the operation of the Company, enhancing the quality of the Remuneration Committee members' decision making, composition and structure of the Remuneration Committee, election and continuing education of the members, and internal control. After evaluating the questionnaire, the total achievement rate was 97.27%, and the evaluation result was beyond the standard.
		Functional committee	Self-evaluation by Risk Management Committee members	Evaluation of performance for the Risk Management Committee include five major aspects: participation in the operation of the Company, enhancing the quality of the Risk Management Committee members' decision making, composition and structure of the Risk Management Committee, election and continuing education of the members, and internal control. After evaluating the questionnaire, the total achievement rate was 97.68%, and the evaluation result was beyond the standard.

Method of improvement:

- (1) In response to the opinions raised by directors and as required by board resolutions, arrange multiple communication channels outside the board of directors to facilitate directors to understand relevant opinions and the handling of resolutions, so as to enhance directors' participation in the Company's operations.
- (2) Opinions raised by board members before the meeting will be forwarded to relevant departments for processing in a timely manner and used as a reference for future relevant decision-making evaluations.
4. An evaluation of the goals set for strengthening the functions of the Board (e.g. Establishment of Audit Committee, enhancing information transparency) and implementation status during the current and immediately preceding fiscal years:

- (1) The Company convened 6 meetings of the Board of Directors during 2025. An abstract of material resolutions passed by the Board were posted on the Market Observation Post System website in both English and Chinese on the same day immediately after each meeting in accordance with the principle of enhancing information transparency. Investor and press conferences were also held based on statutory or practical requirements to explain and answer questions about material information.
 - (2) The “Rules for Performance Evaluation of Board of Directors” were passed by the 16th meeting of the 8th term Board of Directors on March 10, 2020, to strengthen corporate governance and enhance Board functions, as well as improve the Board efficiency through the setting of performance targets. Under the Rules, an international evaluation of Board performance must be conducted annually and completed by the first quarter of the following year.
 - (3) To improve the functioning of the Board of Directors and strengthen management mechanisms, the Company successively established the Remuneration Committee, Audit Committee, and Risk Management Committee on December 19, 2011, and June 26, 2014, and May 7, 2021 respectively, to enhance the Board’s operational efficiency. Furthermore, to strengthen the Board’s sustainable governance functions and risk management mechanisms, the Board resolved and renamed the Risk Management Committee to Sustainable Development and Risk Management Committee on November 7, 2025.
5. Succession planning for the Chairperson (or Board members) and Management including related training, development and timetables:
- Under the Company’s succession plan, a successor must not only possess exceptional strategic business planning, logical analysis and management skills but also demonstrate that their values are aligned with our corporate culture of humanism, honesty and integrity. They must strive to realize the goal of “Global No.1 in Technology, Quality and Service” to ensure the sustainable development of the company. Succession planning is now being carried out in the following areas:
1. Organizational adjustments and rotation
 - (1) Change of CEO and President:
Through a change of CEO and the adjustment of organizational role served to refine our succession planning. The passing of the baton on the Chairperson’s business philosophy and management strategy will help pave the way for the President to take over the reins of the Company and its future direction of development.
 - (2) Rotation of senior managers:
Senior managers were appointed as the Chairperson or Board directors at subsidiaries while vice presidents of manufacturing operations were made managers at overseas subsidiaries. The rotation of assignments enhanced the business planning skills of senior managers and helped them build up experience in business administration.
 - (3) Appointment of factory directors:
The position of factory director was appointed for manufacturing operations to hone their management skills and build up their hands-on experience with all aspects of manufacturing operations. The assignment is used to cultivate successors for senior managers in manufacturing units.
 2. Passing on of ideals and experience
 - (1) Institutionalization of business philosophy and management experience:
Business philosophy and management experience are institutionalized and documented by current senior management. The continuation of this legacy is assured through the definition of the Company’s core and management competencies as well as the restructuring of roles and responsibilities.

(2) Establishment and participation in important Company meetings:

Middle and senior management's participation in Company meetings such as business meetings, production and sales meetings, and information sessions by R&D units introduced them to core management operations, carry on the Company's business management philosophy, understand industry trends, and become familiar with the company's development strategy.

3. Successor nomination and development at all levels of management

(1) Successor nomination at all levels of management

Once a suitability assessment is conducted through annual performance management, managers can nominate personnel as potential successors.

(2) Development of potential successors

A series of internal and external education and training resources will be provided starting with the Company's education and training system. An online learning platform will also be introduced so that managers at every level can engage in continuous learning based on the requirements of their role; To pass on sound internal knowledge and the company culture, we hold senior executive lectures every quarter to share their valuable management skills and career experiences. Managers at all levels can learn about the Company's corporate culture and business philosophy to prepare them for other managerial positions at all levels in the future.

(II) Audit Committee Meeting Status:

The fourth term of Audit Committee held a total of 5 (A) meetings in 2025.

The attendance status as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B/A 】	Remarks
Independent Director	Morgan Chang	5	0	100%	
Independent Director	Pei-Ing Lee	5	0	100%	
Independent Director	Ray Chen	5	0	100%	
Independent Director	Chao-Chin Tung	5	0	100%	

Other matters that require reporting:

i. Summary of the Audit Committee's operations during the year

The Audit Committee of the Company is made up of 4 independent directors. The purpose of the Committee is to ensure the quality and integrity of the Board of Directors during its execution of the accounting, auditing, and financial reporting processes as well as financial controls.

Key matters reviewed by the Audit Committee included:

- (1) Financial report as well as accounting policy and procedure
- (2) Internal audit plan and the effectiveness of the internal control system
- (3) Amendments to internal control system
- (4) Evaluation of CPA independence and competence
- (5) Distribution of earnings
- (6) Transaction of derivative financial products
- (7) Private placement of securities
- (8) Company risk control
- (9) Appointment or removal of the head of internal audit.
- (10) Transaction with related parties

▲ Review of financial report

The 2025 business report, financial statements, and earnings distribution proposal were issued by the Board of Directors. The financial statements were audited by the accounting firm Deloitte Taiwan and an auditor's report issued. The business report, financial statements and earnings distribution proposal mentioned above were reviewed by the Audit Committee and no discrepancies found.

▲ Evaluation of effectiveness for internal control system

The Audit Committee reviewed periodic reports from the Company's audit department, CPA and management to evaluate the effectiveness of the Company's internal control policy and procedure (including controls for finance, operations, risk management, information security, and compliance). The Audit Committee concluded that the Company's risk management and internal control systems were effective, and that the Company has already adopted the necessary measures to supervise and rectify violations.

▲ Evaluation of CPA independence and competence

The Audit Committee is empowered to supervise the independence of the CPA as to provide reasonable assurance on the reliability of the financial statements. The CPA may not provide the Company with other services except for those related to taxation or permitted under special dispensation.

To ensure the independence of the CPA, an independence evaluation form was drawn up by the Audit Committee based on Article 47 of the Certified Public Account Act, and the section on "Integrity, Objectivity, and Independence" in the Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No. 10. Since 2023, the Audit Quality Indicators (AQIs) have also been taken into account when evaluating the independence, professionalism, and competence of the CPA. The 9th meeting of the 4th term Audit Committee and 10th meeting of the 10th term Board of Directors held on February 21, 2025, resolved that the accountants Cheng-Chi Lin and Su-Li Fan of Deloitte Taiwan both satisfied the standard for independence and were qualified to serve as the CPA of the Company.

ii. The date of the Board meeting, the term, contents of the proposals, resolutions of the Audit Committee, and the Company's handling of the resolutions of the Audit Committee shall be recorded under the following circumstances in the operations of the Audit Committee meeting:

(1) Items specified in Article 14-5 of the Securities and Exchange Act:

Contents of Agenda	Objections, Reservations or Major Advice	Contents of Resolutions	The Company's Response to the Audit Committee's Opinion
The 9th meeting of the 4th term Audit Committee Meeting (02/21/2025)			
1. To review and approve the business plan for the year of 2024.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
2. To review and approve of the Earnings Distribution Plan for the year of 2024.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
3. To review and approve the Internal Control System Effectiveness Assessment and to issue the Internal Control System Statement of the year 2024.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
4. To review and approve the appointment of the chief internal audit officer.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
5. To review and approve the proposed amendments to the Company's "Internal Control System" and "Internal Audit System".	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.

Contents of Agenda	Objections, Reservations or Major Advice	Contents of Resolutions	The Company's Response to the Audit Committee's Opinion
6. Review the evaluation of the independence and suitability of the CPAs and audit fee.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
7. To review and approve the proposed credit-lines for trading of forward foreign exchange.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
8. To discuss and resolve the discontinuance of the “issuance of new common shares for cash to sponsor the issuance of the overseas depositary shares (“DR Offering”) and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement (“Private Placement Shares”) and/or issuance of overseas or domestic convertible corporate bonds in private placement and/or issuance of overseas or domestic convertible corporate bonds” resolved by Annual General Shareholders’ Meeting of the year 2023.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
9. To approve the issuance of new common shares for cash to sponsor the issuance of the overseas depositary shares (“DR Offering”) and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement (“Private Placement Shares”) and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds) in private placement and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds).	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
The 10th meeting of the 4th term Audit Committee Meeting (05/09/2025)			
1. To review and approve the Consolidated Financial Report of Q1/2025.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
2. To review and approve an investment in energy project company.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
The 11th meeting of the 4th term Audit Committee Meeting (08/08/2025)			
1. To review and approve the Consolidated Financial Report of Q2/2025.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
2. To review and approve the proposed credit-lines for trading of forward foreign exchange.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
The 12th meeting of the 4th term Audit Committee Meeting (11/07/2025)			
1. To review and approve the Consolidated Financial Report of Q3/2025.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
2. To review and approve the proposed amendments to the “Procedures for Acquisition or Disposal of Assets”.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
3. To review and approve the proposed amendments to the Company’s “Internal Control System” and “Internal Audit System”.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.

Contents of Agenda	Objections, Reservations or Major Advice	Contents of Resolutions	The Company's Response to the Audit Committee's Opinion
4. To review and approve the internal audit plan for the year of 2026.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
The 13th meeting of the 4th term Audit Committee Meeting (11/14/2025)			
1. To review and approve the proposed acquisition of the property.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.

(2) Proposal Approved by more than 2/3 of Board Members without Audit Committee Approval: **None**.

iii. Independent Directors should leave during discussion for matters with conflict of interest.

Name of directors, proposal details, reason of conflicts and voting results: **None**.

iv. Communication between Independent Directors and CPA (ex. Issues regarding corporate financial, business operations, methods, results, and etc.):

(1) Internal audit department email audit reports to independent directors in a monthly basis. The head of internal audit should have specified major findings during Audit Committee meetings.

(2) Summarized quarterly consolidated and standalone financial statements information should be delivered and communicated with independent directors during Audit Committee meetings in order to comply with regulations defined in No 39 Statements of Auditing Standards and No.0930105373 of Securities and Futures Bureau.

(3) No less than 1 Audit Committee meeting per quarter. Summarized communication among independent directors, head of internal audit, and CPA:

Date	Communication Summary	Action Item
02/21/2025	<p>Matters communicated at the 9th meeting of the 4th term Audit Committee were as follow:</p> <ol style="list-style-type: none"> 1. Report on the results of the internal audit for Q4/2024. 2. To review and approve the Internal Control System Effectiveness Assessment and to issue the Internal Control System Statement of the year 2024. 3. Accountant's report on the content and outcomes from their audit of the 2024 separate and consolidated financial statements. Discussion and communication of major accounting estimate issues as well as recent amendments to tax and securities management regulations. In addition, review/audit planning for 2025 were also presented by the accountant. There was also discussion and communication over major audit risk items already identified by PTI. 4. Review the appointment of the chief internal audit officer. 5. Review the proposed amendments to the Company's "Internal Control System" and "Internal Audit System". 6. Review the evaluation of the independence and suitability of the CPAs and audit fee. 7. Approved the discontinuance of the "issuance of new common shares for cash to sponsor the issuance of the overseas depositary shares ("DR Offering") and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement ("Private Placement Shares") and/or issuance of overseas or domestic convertible corporate bonds in private placement and/or issuance of 	<p>There were no other recommendations than the items communicated on the left.</p> <p>The results from the internal audit for 2024/Q4 were reported to the Board of Directors; Statement on the effective design and execution of internal controls for 2024, as well as the 2024 separate and consolidated financial statements were submitted to the Board of Directors for approval. Once approved, they were published and filed with the competent authorities on time.</p>

Date	Communication Summary	Action Item
	<p>overseas or domestic convertible corporate bonds” resolved by Annual General Shareholders’ Meeting of the year 2024.</p> <p>8. Approved the issuance of new common shares for cash to sponsor the issuance of the overseas depositary shares (“DR Offering”) and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement (“Private Placement Shares”) and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds) in private placement and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds).</p> <p>Communication with independent directors and recommendations: None.</p>	
05/09/2025	<p>Matters communicated at the 10th meeting of the 4th term Audit Committee were as follow:</p> <ol style="list-style-type: none"> 1. Report on the results of the internal audit for Q1/2025. 2. Accountant’s report on the content and outcomes from their audit of the Q1/2025 consolidated financial report. Discussion and communication of major accounting estimate issues. 3. To review and approve an investment in energy project company. <p>Communication with independent directors and recommendations:</p> <ol style="list-style-type: none"> 1. Independent directors inquired Accountant about the review conclusion of Quarter Report. The Accountant and CFO replied and explained it. 2. Independent directors inquired about the background and trade model of the energy project company. The CEO and CFO replied and explained it. 	<p>There were no other recommendations than the items communicated on the left.</p> <p>The results from the internal audit for Q1/2025 were reported to the Board of Directors; as well as the Q1/2025 consolidated financial statements were submitted to the Board of Directors for approval. Once approved, they were published and filed with the competent authorities on time.</p>
08/08/2025	<p>Matters communicated at the 11th meeting of the 4th term Audit Committee were as follow:</p> <ol style="list-style-type: none"> 1. Report on the results of the internal audit for Q2/2025. 2. Accountant’s report on the content and outcomes from their audit of the Q2/2025 consolidated financial report. Discussion and communication of major accounting estimate issues. <p>Communication with independent directors and recommendations:</p> <p>An independent director inquired about the Company’s relevant policies and procedures for handling situations involving information leaks, particularly in light of recent high-profile cases in the semiconductor industry, and offered recommendations for the Company’s consideration. The CEO and CFO provided an explanation and will report on the progress to the independent directors at the next meeting.</p>	<p>There were no other recommendations than the items communicated on the left.</p> <p>The results from the internal audit for Q2/2025 were reported to the Board of Directors; as well as the Q2/2025 consolidated financial statements were submitted to the Board of Directors for approval. Once approved, they were published and filed with the competent authorities on time.</p>
11/07/2025	<p>Matters communicated at the 12th meeting of the 4th term Audit Committee were as follow:</p> <ol style="list-style-type: none"> 1. Report on follow-up items of the previous meeting 2. Report on the results of the internal audit for Q3/2025. 3. Accountant’s report on the content and outcomes from their audit of the Q3/2025 consolidated financial statements. Discussion and communication of major 	<p>There were no other recommendations than the items communicated on the left.</p> <p>The results from the internal audit for Q3/2025 were reported to the Board of</p>

Date	Communication Summary	Action Item
	<p>accounting estimate issues as well as recent amendments to tax and securities management regulations. The accountant also outlined and discussed the key audit matters for PTL.</p> <p>4. Amendments to Procedures for Acquisition or Disposal of Assets”.</p> <p>5. Amendments to the “Internal Control System” and “Internal Audit System”.</p> <p>6. Formulation of the 2026 internal audit plan.</p> <p>7. Separate meeting was hold for communication among attended directors, CPAs, and internal audit officer regarding financial reports and operations status.</p> <p>Communication with independent directors and recommendations: The Accountant outlined the significant risks and key audit matters identified by the Accountant. An independent director recommended that, with regard to overall risk, the Company could explore and study approaches to risk quantification.</p>	<p>Directors; as well as the Q3/2025 consolidated financial statements were submitted to the Board of Directors for approval. Once approved, they were published and filed with the competent authorities on time.</p> <p>The internal audit plan was submitted to the board of directors for approval and announced as scheduled.</p>
11/14/2025	<p>Matters communicated at the 13th meeting of the 4th term Audit Committee were as follow:</p> <p>1. To review and approve the proposed acquisition of the property.</p> <p>Communication with independent directors and recommendations: None.</p>	<p>There were no other recommendations than the items communicated on the left.</p>

(III) Variances and Reasons between PTI Corporate Governance Practices and Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies:

Assessment Item	Implementation Status			Non-impleme ntation and Its Reason(s)
	Yes	No	Explanation	
1. Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	√		PTI Corporate Governance Best Practice Principles has followed “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” and approved by Board of Directors on Nov 5, 2014 and amended many times by board meeting. The document was disclosed in PTI company website and MOPS.	Complied with Regulation.
2. Shareholding Structure & Shareholders’ Rights				
(1) Does the Company have Internal Operation Procedures for handling shareholders’ suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	√		(1.) PTI has dedicated spokesman and shareholders’ affairs department to handle inquiries for shareholders. Contact information is available on company website. Legal inquiries will be handling by legal department.	Complied with Regulation.
(2) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	√		(2.) Regular reports and shareholder lists will be provided by stock transfer agent. PTI has disclosed information required by authority and kept good communication with major shareholders.	
(3) Has the Company built and implemented a risk management system and a firewall between the Company and its affiliates?	√		(3.) Procedures for activities with related parties has been established and followed.	
(4) Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	√		(4.) “Procedures for Handling Material Inside Information and Prevention of Insider Trading” policy has been established to educate and prevent insiders trading for who has access to significant internal information.	
3. Composition and Responsibilities of the Board of Directors:				Complied with Regulation.
(1) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	√		(1.) The diversity policy and specific management objectives of the Company, please refer to “Information Regarding Directors and Independent Directors (II)” of this Annual Report.	
(2) Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?	√		(2.) The Company has set up the Remuneration Committee and Audit Committee as directed by law, and established “Risk Management Committee” on May 7, 2021, and rename to “Sustainability development and Risk Management Committee” on November 7, 2025, to strengthen the sustainability governance functions and risk management mechanisms of the Board. The Company also set up “Information Security Committee”, “Environment, Safety and Health Committee”, “Total Quality Management Committee”, and “Training Committee” directly report to the President.	

Assessment Item	Implementation Status			Non-impleme ntation and Its Reason(s)
	Yes	No	Explanation	
(3) Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	√		(3.) Board performance evaluation method has been approved in Mar 10, 2020 board meeting. Annual review will be performed and take into consideration for individual director compensation and future nomination. Current board of directors have been performed at the highest standards for shareholders' interests. 2025 evaluations were done by Feb 2026 and results has discussed on March 11, 2026 board meeting. Please see the "Board of Directors Meeting Status" of this Annual Report for the details.	
(4) Does the Company regularly evaluate its external auditors' independence?	√		(4.) Starting from 2015, annual independence review of CPA will be performed and major items are: a. Review CPA qualification and experiences. b. Declaration of Independence from CPA including audit team members and their spouses and dependents don't have conflict of interests to influence their independency. c. Search on internet for records of employed CPA breach of independence. d. Evaluate employed CPA independency using check list defined by No. 10 Article 23 of Certified Public Accountant Act. Please refer to Explanation 1 below the table for detail. e. In 2023, an amendment to the "Corporate Governance Best Practice Principles" was passed by the Board of Directors stipulating that the Audit Quality Indicators (AQIs) should be regularly used (at least once a year) to evaluate the independence, professionalism and competency of accountants retained by the Company. The results were to be submitted to the Audit Committee and the Board of Directors for review and approval. In 2025, the AQI assessment confirmed that the number of audit hours invested by the accountants and their firm as well as their quality control capabilities were better than the industry average. Innovative auditing tools were also introduced by the accounting firm in the past three years to improve audit quality so it was qualified to serve as the certified public accountant of the Company. f. The evaluation was approved by the Audit Committee and Board of Directors on March 11, 2026.	
4. Does the TWSE/TPEX listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their	√		The Finance Department is in charge of corporate governance related issues and major tasks were listed in below. CFO was appointed as Corporate Governance Officer on Nov 6, 2020 Board meeting. a. Plan annual shareholder and board meetings agenda and schedule. b. Planning for board meetings details and notify attendance directors board meeting agenda 7 days before the meeting. c. The laws and regulations are updated from time to time for the information of the Directors. Remind conflict of interests' attendance to leave when necessary. d. Meeting minutes recording. Copy directors and file the	Complied with Regulation.

Assessment Item	Implementation Status			Non-impleme ntation and Its Reason(s)										
	Yes	No	Explanation											
<p>duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?</p>			<p>meeting minute document within 20 days of meeting.</p> <p>e. Register for annual shareholder meeting with authorization with completed meeting notice, meeting agenda, annual report and meeting minutes within required period. If the resolutions adopted at the meeting involve changes to the company’s registered information, an application will be filed with the Administration of Commerce of the Ministry of Economic Affairs within 15 days after annual shareholder meeting.</p> <p>f. Public announcement of board and shareholder meeting conclusions comply with regulation and investor interests.</p> <p>g. Assist Directors for continue education programs.</p> <p>h. Report the results of the review of the compliance of the qualifications of independent directors with relevant laws and regulations at the time of nomination and election and during the term.</p>											
<p>5. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a shareholder section on its company website? Does the Company appropriately respond to stakeholders’ questions and concerns on important corporate social responsibility issues?</p>	√		<p>Stakeholders communication methods as below:</p> <table border="1"> <thead> <tr> <th>Related Party/Major Topics</th> <th>Communication Method</th> </tr> </thead> <tbody> <tr> <td> <p><u>Shareholders/Investors</u> Corporate governance, financial performance, labor-management communication, and protection of human rights</p> </td> <td> <ul style="list-style-type: none"> • Shareholders’ Meeting (annually) • Financial Reports (quarterly) • Host Quarterly Institutional Investor Conference (quarterly) • Established spokesman and Investor Relations Department (irregularly) • Company Website (irregularly) </td> </tr> <tr> <td> <p><u>Employees</u> Work environment healthy and safety, labor-management communication, and protection of human rights</p> </td> <td> <ul style="list-style-type: none"> • Employees Benefits Committee (quarterly) • Electronic Platform & Announcement (irregularly) • Improvement Proposal Reviewing (irregularly) • Employee and Employer Meeting (quarterly) • Staff Email (permanent) • Occupational Safety and Health Committee (quarterly) • Psychological Consultant and Aids (irregularly) • PTI Quarterly Report (quarterly) • Employee Satisfaction (sampling monthly) </td> </tr> <tr> <td> <p><u>Customers</u> Work environment healthy and safety, protection of human rights, talent attraction and retention</p> </td> <td> <ul style="list-style-type: none"> • Sales Meetings (irregularly) • Customer Satisfaction Survey (annually) • Customer Service (irregularly) • Customer Audit (irregularly) </td> </tr> <tr> <td> <p><u>Suppliers</u> Information security and privacy, work environment healthy and safety, protection of human rights</p> </td> <td> <ul style="list-style-type: none"> • Supplier seminar (irregularly) • Supplier Evaluation (quarterly) • Supplier Audit (annually) • Supplier Management </td> </tr> </tbody> </table>	Related Party/Major Topics	Communication Method	<p><u>Shareholders/Investors</u> Corporate governance, financial performance, labor-management communication, and protection of human rights</p>	<ul style="list-style-type: none"> • Shareholders’ Meeting (annually) • Financial Reports (quarterly) • Host Quarterly Institutional Investor Conference (quarterly) • Established spokesman and Investor Relations Department (irregularly) • Company Website (irregularly) 	<p><u>Employees</u> Work environment healthy and safety, labor-management communication, and protection of human rights</p>	<ul style="list-style-type: none"> • Employees Benefits Committee (quarterly) • Electronic Platform & Announcement (irregularly) • Improvement Proposal Reviewing (irregularly) • Employee and Employer Meeting (quarterly) • Staff Email (permanent) • Occupational Safety and Health Committee (quarterly) • Psychological Consultant and Aids (irregularly) • PTI Quarterly Report (quarterly) • Employee Satisfaction (sampling monthly) 	<p><u>Customers</u> Work environment healthy and safety, protection of human rights, talent attraction and retention</p>	<ul style="list-style-type: none"> • Sales Meetings (irregularly) • Customer Satisfaction Survey (annually) • Customer Service (irregularly) • Customer Audit (irregularly) 	<p><u>Suppliers</u> Information security and privacy, work environment healthy and safety, protection of human rights</p>	<ul style="list-style-type: none"> • Supplier seminar (irregularly) • Supplier Evaluation (quarterly) • Supplier Audit (annually) • Supplier Management 	Complied with Regulation.
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Assessment Item	Implementation Status			Non-impleme ntation and Its Reason(s)
	Yes	No	Explanation	
			<ul style="list-style-type: none"> • Meeting (annually) • Emails and Official Notice in Mail (irregularly) • Seminars and Public Hearings Host by Officials (irregularly) • Supplement Documents from Officials (irregularly) <p><u>Government</u> Energy and climate change, pollution prevention and control, green products, work environment healthy and safety, protection of human rights, talent development and training, community engagement</p> <p><u>Community</u> Water resources management, pollution prevention and control, community engagement</p> <p>PTI has set up a section for stakeholders on the company website to disclose corporate social responsibilities, and CSR hotline and email account. Dedicated staff will take care of reported problems.</p>	
6. Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	√		Concord Securities Co. Ltd assisted PTI for shareholder affairs.	Complied with Regulation.
7. Information Disclosure (1) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	√		(1.) Company website has been set up and well maintained. Financial and Corporate Governance information will be disclose on the website upon occurrence.	Complied with Regulation except (3).
(2) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?	√		(2.) The Company has dedicated personnel in charge of disclosure on MOPS following authority regulations. Investor Relations section under company website discloses information in both Chinese and English. Spokesman and deputy spokesman are in place. The Company has been hosting physical quarterly Institutional Investor Conference. Live webcasting and replay of conference available on company website for investors.	
(3) Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?	√		(3.) PTI published and reported the first, second, and third quarters financial report before the specified deadlines. However, due to the heavy workload at our accounting firm, we have been unable to coordinate with them; consequently, we have not yet published the annual financial report within two months of the end of the fiscal year. For more information, please visit the MOPS.	
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations,	√		<p>a. Employee rights, interests and wellbeing: Please refer to Paragraph 4, Items (1) ~ (4) in (5) Implementation of Sustainable Development.</p> <p>b. Directors and managerial officers are reminded by the Company to engage in continuing education each year in accordance with the rules. Please refer to “Information Regarding Directors and Independent Directors (II)” of this Annual Report.</p> <p>c. “The Constitution of ESG Executive Committee” was</p>	Complied with Regulation.

Assessment Item	Implementation Status			Non-impleme ntation and Its Reason(s)																		
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rights of stakeholders, directors' and supervisors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?			<p>formulated by the Company to establish the "ESG Executive Committee." The Committee is convened once each quarter to improve and discuss the implementation of corporate sustainability and related topics.</p> <p>d. The Company began purchasing liability insurance for directors (including independent directors) and managerial officers in 2008. The most recent insurance policy expired on August 26, 2025. Stacked insurance policies were renewed through Chubb (basic insurance) and Fubon Insurance Co., Ltd. (excess insurance) for the period running from August 26, 2025, through to August 26, 2026. Insurance coverage was US\$30,000,000. The scope of insurance and contents were reported at the 14th session of the 10th Board of Directors on Nov 7, 2025.</p> <p>e. The "Sustainability development and Risk Management Committee" and "Business Continuity Management Task Force" have already been established by the Company to identify risks to business operations from environment, social, and governance issues in accordance with the principles of materiality. Potential emergencies or impacts on business continuity are also examined to strengthen our risk management and response capabilities. Please refer to Explanation 2 in the table below for an overview of Sustainability development and Risk Management Committee's composition, roles and responsibilities, and operations.</p> <p>f. Annual reports, financial statements and sustainability reports are published every year for the disclosure of corporate governance information.</p> <p>g. PTI has been working actively to build to a secure and reliable information security management system to effectively protect the intellectual property and assets of our company and customers. ISO/IEC 27001:2022 transition certification has been completed in 2025, and the certification is valid until Oct 2, 2028, to maintain the validity of our ISO 27001 certification.</p>																			
<p>9. Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement.</p> <p>PTI did not receive points for certain items in 11th Corporate Governance Evaluation (for 2024). Improvements made for the 12th Corporate Governance Evaluation (for 2025) are outlined below:</p>																						
<table border="1"> <thead> <tr> <th>Type of Indicator</th> <th colspan="2">Indicator Description</th> <th>Improv ement Status</th> <th>Explanation for non-improvement or improvement</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Protecting Shareholder Rights and Interests, and Treating Shareholders Equitably</td> <td>1.1</td> <td>Did the Company report the remuneration received by the directors at the annual general shareholders' meeting, including the remuneration policy, individual remuneration content and amount?</td> <td>No</td> <td>Pending for board director approval.</td> </tr> <tr> <td>1.2</td> <td>Does the Company have a regulation on financial operations related to related parties, which should include procedures for managing transactions such as purchases, sales, acquisitions, and dispositions of assets, and should be submitted to the board of directors for approval and to the shareholders' meeting for approval or reporting of significant transactions?</td> <td>No</td> <td>The Company has established rules for financial operations related to related parties and will submit them to the stockholders' meeting for approval or report in the future, depending on the situation.</td> </tr> <tr> <td>1.15</td> <td>Did more than half of the directors (including at least one independent director) and the audit committee convener (or at least one supervisor) attend the AGM in person, and did the company disclose in the minutes the names of those who attended?</td> <td>Yes</td> <td></td> </tr> </tbody> </table>					Type of Indicator	Indicator Description		Improv ement Status	Explanation for non-improvement or improvement	Protecting Shareholder Rights and Interests, and Treating Shareholders Equitably	1.1	Did the Company report the remuneration received by the directors at the annual general shareholders' meeting, including the remuneration policy, individual remuneration content and amount?	No	Pending for board director approval.	1.2	Does the Company have a regulation on financial operations related to related parties, which should include procedures for managing transactions such as purchases, sales, acquisitions, and dispositions of assets, and should be submitted to the board of directors for approval and to the shareholders' meeting for approval or reporting of significant transactions?	No	The Company has established rules for financial operations related to related parties and will submit them to the stockholders' meeting for approval or report in the future, depending on the situation.	1.15	Did more than half of the directors (including at least one independent director) and the audit committee convener (or at least one supervisor) attend the AGM in person, and did the company disclose in the minutes the names of those who attended?	Yes	
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Assessment Item		Implementation Status			Non-impleme ntation and Its Reason(s)
		Yes	No	Explanation	
Type of Indicator	Indicator Description			Improv ement Status	Explanation for non-improvement or improvement
Enhance Board Structure and Operations	2.23	Have the rules adopted by the company for assessing the performance of the board of directors been passed by the board, with the express requirement that an external assessment be carried out at least once every three years, and has it furthermore carried out the assessment during the year being evaluated by the specified deadline, and disclosed the implementation status and assessment results on its website or in its annual report?		No	The existing Board evaluation excluded this item. Amendment of evaluation maybe needed.
	3.13	Did the annual report voluntarily disclose individual compensation for board director and supervisor?		No	Pending for board director approval.
Improving Transparency	3.14	Does the annual report disclose the link between performance evaluations and compensation for directors and executives?		No	The Company has established written guidelines governing executive compensation and performance evaluations, and will disclose key performance evaluation criteria in the future.
	3.21	Did the annual report voluntarily disclose individual compensation for President and Vice President?		No	Pending for President approval.
Practices on Corporate Social Responsibility	4.22	Does the company invest resources to support domestic cultural development and disclose the support methods and results on the company's website, annual report or sustainability report?		No	The Company established the Education Foundation to invest resources in education in remote villages to fulfill its corporate social responsibility.

Explanation 1: Evaluation of independency of CPA:

Events Influence CPA Independency:	Yes	No
1. CPA did not accept the offers from the Company to serve as CPA for 7 consequent years.	√	
2. There is no direct or indirect but significant financial interest between the Company and CPA.	√	
3. CPA did not receive any financial support or endorsement from the Company.	√	
4. There is no highly correlated business relationship between the CPA and the Company.	√	
5. There is no potential employment negotiations between the CPA and the Company.	√	
6. CPA did not accept a contingent fee relating to an audit engagement.	√	
7. CPA did not serve as the Company's Directors, managers, or someone had great impact on audit results within 2 years from now.	√	
8. CPA and assurance team were not related to the Company's Directors, managers, or someone has great impact on audit results.	√	
9. CPA and assurance team did not accept any valuable gifts or items from the Company or its Directors or managers.	√	
10. The non-assurance service which performed by the firm for an audit client that would affects directly a material item of the assurance engagement.	√	
11. CPA did not promote or broker shares or other securities issued by the Company.	√	

Explanation 2: On May 7, 2021, the Company’s Board of Directors resolved to establish the “Risk Management Committee,” which was renamed to “Sustainability and Risk Management Committee” by a Board resolution on November 7, 2025, in order to strengthen the Board’s sustainability governance functions and risk management. The responsibilities include:

1. Review the Company’s sustainability development and risk management policies and strategies.
2. Supervise the disclosure of sustainability information and risk management matters.
3. Supervise the implementation of the company’s sustainability development and risk management-related tasks.
4. Be responsible for managing the Company’s overall Sustainability development and risk management, the policies, structure, organizations and mechanism of risk management.
5. Implement the decisions of the Board of Directors.
6. Review and integrate all Sustainability development and Risk Management reports, and annually report to the Board of Directors.

Attendance Status of Risk Management Committee:

Title	Name	Specialty	2025 Attendance
Director / Chair	JS Leu	Note 1	100%
Independent Director	Morgan Chang	Note 1	100%
Independent Director	Chao-Chin Tung	Note 1	100%

Note 1: Please refer to “Information Regarding Directors and Independent Directors (I) and (II)” of this Annual Report.

Risk Management Committee meeting minutes’ summary:

Risk Management Committee	Agenda and follow-up	Contents of Resolutions	The Company’s response to Risk Management Committee opinions
2nd term 2st meeting (05/09/2025)	1. Report the implementation of risk management operations by the Company in 2024. 2. Report the proposed risk management plan in 2025.	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.

(IV) If the company has a remuneration committee or nomination committee in place, the composition and operation of such committee shall be disclosed:

1. Information Regarding Remuneration Committee Members

Title	Criteria Name	Qualifications and Experience	Independence	Number of Remuneration Committee of other Public Listed Company
Independent Director/ Chair	Morgan Chang	Note 1	Note 1	None
Independent Director	Pei-Ing Lee	Note 1	Note 1	None
Independent Director	Chao-Chin Tung	Note 1	Note 1	None

Note 1: Please refer to “Information Regarding Directors and Independent Directors (I) and (II)” of this Annual Report.

2. Attendance of Remuneration Committee Members

(1) Total 3 members of Remuneration Committee.

(2) Service Period:

The 5th term of Remuneration Committee commences from Jun 8 2023 to May 31 2026.

2 (A) meeting took place during 2025, and attendance status as below:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B/A 】	Remarks
Independent director/ Chair	Morgan Chang	3	0	100%	-
Independent director	Pei-Ing Lee	3	0	100%	-
Independent director	Chao-Chin Tung	3	0	100%	-

Other information required to be disclosed:

- i. If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons): None.
- ii. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion: None.

Date of Meeting	Meeting Summary	Contents of Resolutions	The Company's response to Risk Management Committee opinions
02/21/2025	<ol style="list-style-type: none"> 1. Review the proposed amendments to the Company's "Articles of Incorporation" and the proposed "Employee Compensation Distribution Principles and Management Measures". 2. Review the Company's 2024 directors and employees compensation distribution plan. 3. Review the Company's proposed amendments to the "Employee Stock Ownership Association Charter." 4. Review 2025 proposed salary adjustment plan for managerial personnel. 5. Review the promotion and salaries of managerial personnel. 	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
06/27/2025	<ol style="list-style-type: none"> 1. Review the appointment of the managerial personnel. 2. Review and approve the promotion of managerial personnel. 3. Review and approve the job title adjustment of managerial personnel. 	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.

11/07/2025	<ol style="list-style-type: none"> 1. Report the implementation of 2024 director's remuneration. 2. Report the comparison of director's remuneration for the Company and the industry. 3. Report the execution of compensation distribution for managerial personnel and base-level staff for the year of 2024. 4. Report the comparison of managerial personnel's remuneration for the Company and the industry. 5. Review the remuneration of newly managerial personnel. 6. Review and approve the "Managerial Compensation and Performance Evaluation Guidelines" of the Company. 	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
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iii. Regular review of directors'/managerial officers' performance evaluation and other information such as salary policy, system, standard and structure.

(1) Information from PTI's review and assessment of remuneration in 2023 is as shown in the above table.

(2) The Remuneration Committee shall exercise the care of a prudent manager to fulfill the following duties, and submit recommendations to the board of directors for discussion.

- A. PTI remuneration rules are regularly reviewed and amendments proposed.
- B. Establish and regularly review the annual and long-term performance targets for directors and managerial officers, as well as the policies, systems, standards, and structure for their remuneration.
- C. PTI directors and managerial officers are regularly assessed on their ability to meet performance targets. The content and amount of their individual remuneration are set accordingly.

(3) The PTI 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 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 Corporate Sustainable Development as well as deviations from Corporate Sustainable Development Best Practice Principles for TWSE/TPEX listed companies and their reasons:

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	✓		<p>a. A dedicated “CSR Office” was established by the Company on August 1, 2014, ensure proper CSR management, and was approved by the Board of Directors on February 9, 2015. The CSR Office was changed to the “Sustainable Development Management Office” in March 2022, and is responsible for the development and execution of corporate sustainability policies, systems, as well as related management strategies and action plans. The “ESG Executive Committee” is also convened quarterly to brief senior managerial officers on current progress. Regular schedule annual reporting to Board of Directors regarding the progress. Latest reporting to board was on Aug 8, 2025.</p> <p>b. To effectively conduct risk identification, response, monitoring and reporting, as well as to implement the risk management of uncertain factors that may threaten business operations, PTI’s Board of Directors approved the establishment of the “Risk Management Committee” in May 2021 under the Board, which consists of 2 independent directors and one director, and at least one meeting is convened annually. The committee’s responsibilities include assisting in the review of the risk management policy and risk tolerance and supervising the implementation of various risk management protocol in a bid to realize corporate sustainable development. To advance relevant services, the “Risk Management Task Force” was created under the Risk Management Committee, where a task group was formed with the President acting as the group leader supported by an assistant group leader; other members of the group include a secretary (Corporate Governance Officer) and several executive officers. Quarterly meetings are convened to discuss risk topics, and the relevant contents are presented to the Risk Management Committee annually to materialize executive risk management.</p>	None.
2. Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?	✓		<p>a. The Company practices strict risk management to ensure the continuity of our operations. We confront risks and have established a "Risk Management Committee" under the Board of Directors to monitor risks and make annual reports to the Board. We turn risks into opportunities by adopting a</p>	None.

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
			<p>proactive mentality. Risk reduction is accomplished through regular risk monitoring, identification, impact assessment and formulation of response strategies.</p> <p>b. In 2025, environmental, social, and corporate governance (ESG) risks relating to Company operations were identified in accordance with the principles of materiality and business continuity management objectives. In the Environmental category, these were: "Disruption of public services," "Environment and climate change"; Governance category: The five issues included "Information and communications technology," "Supply chain management," "Regional conflicts," and Emerging Risks such as: "Low-carbonization and enhancing renewable energy use," and "Personnel shortage." The issues above were reported to the Board of Directors and responsibility for each type of risk's management methods and crisis response procedures assigned to dedicated personnel. A business continuity and sustainability safety net was constructed through early warning, response, crisis management and business continuity plans as well as recovery actions as part of our efforts to create sustainable value for stakeholders. Relevant risk content will also be reported and explained to the Board of Directors.</p>	
<p>3. Environmental Issues</p> <p>(1) Has the Company set an environmental management system designed to industry characteristics?</p>	✓		<p>(1) PTI has established an environmental management system based on the characteristics of our industry to fulfill our corporate responsibility on environmental protection as well as look after the safety and health of our employees. Certification for ISO 14001 environmental management system was obtained in 2003, followed by OHSAS 18001 (now ISO 45001) occupational safety and health management system in 2004. In response to the global trend towards energy conservation, carbon reduction and green environment, Powertech Technology began deploying and adopting the ISO50001 energy management system in 2018. Environmental, safety and health management measures were implemented in accordance with the system. Environmental safety and sustainability goals were formulated and periodically reviewed. The Company was certified by SGS Taiwan in December 2019. The latest certification is valid from December 4, 2025 to December 4, 2028. Environmental, safety and</p>	None.

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	✓		sustainability goals are now set and reviewed on a regular basis. The operation of the international standard management systems enables PTI to effectively control emissions, water pollution and waste from the production process. In addition, IECQ QC08000 hazardous substance management system certification was obtained in 2008. The certification ensured that PTI products do not contain substances harmful to human health or the environment, and complied with international regulations and customer requirements, reducing the environmental impact of our products and increasing their competitiveness. (2) Please refer to Explanation 1.	
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	✓		(3) PTI is actively responding to the potential business impacts of climate change and is committed to the continued reduction of greenhouse gases, waste, and wastewater discharge. We are actively working on plans and configurations that optimize our energy efficiency, conducting R&D on low-carbon or energy-efficient processes and services, continuing to review our risks and opportunities under the Task Force on Climate related Financial Disclosures, (TCFD) framework every year, and conducting trans-organizational assessments on climate change risks and response measures. The management team takes the findings into account in their business decisions to turn crisis into opportunity. These positive changes are also being pushed out to our suppliers to build a resilient climate change culture so that we can realize our goals and responsibilities on sustainability. The outcomes of PTI's 2025 TCFD assessment were as follow: 1. Risk factors: Extreme weather events (such as typhoons and floods) and rising demand for renewable energy use. 2. Opportunities and benefits: Develop new products or services as well as resource substitution/diversification through R&D and innovation. 3. Response: The four core elements of governance, strategy, risk management, and metrics and targets in the TCFD framework were used to identify climate change risks and opportunities. The results were then used	

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
(4)Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	✓		<p>to formulate response measures and business continuity plans that help mitigate the impact of climate risks. PTI can then take advantage of climate opportunities to the resilience of our business operations.</p> <p>An analysis and description of the Company's climate risks and opportunities is published in the Company's ESG Report and the annual "Climate-Related Financial and Opportunities" report, as well as on the Company's website.</p> <p>(4)Please refer to Explanation 2.</p>	
<p>4. Social issues</p> <p>(1)Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?</p>	✓		<p>(1)The Company is committed to respecting human rights and upholding human dignity. Human rights is regarded as a core corporate value. We comply with the applicable labor laws of our operating locations in all of our operating activities. We refer to and support international human rights guidelines such as the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the Declaration of Fundamental Principles and Rights at Work of the International Labor Organization, the International Labour Organization Conventions, and the OECD Guidelines for Multinational Enterprises. We also promote the management and practice of human rights in accordance with the Responsible Business Alliance (RBA) Code of Conduct.</p> <p>Our human rights management practices apply to employees, suppliers, contractors and partners at all of our global operations.</p> <ol style="list-style-type: none"> 1. A human rights policy has been formulated to realize a friendly workplace that embraces diversity, equality and inclusion (DEI). 2. Forced labor and human trafficking in any form are prohibited; The employment of child labor is prohibited and all forms of discrimination, harassment or inhumane treatment must be eliminated. 3. The "RBA Code of Conduct" was introduced by the Company in 2009. We have been a 	

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
(2)Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and	✓		<p>formal member of RBA since April 20, 2015.</p> <p>4. Human rights risk assessments and due diligence investigations are conducted by the Company every year to monitor and mitigate human rights risks. These serve as the basis for the formulation of our corporate human rights policy, the conducting of risk assessments, as well as the implementation of response management, performance tracking, remediation measures, communication and disclosure, and other procedures. A Human Rights Due Diligence (HRDD) report is then issued and published on the corporate website.</p> <p>5. Expression and Participation: The Company respects the freedom of expression and participation for all personnel. We promise not to interfere with or restrict the legitimate exercise of employee rights in any manner. We also provide diverse, open, and two-way channels of communication for internal and external stakeholders based around the protection of privacy.</p> <p>6. Training on labor rights, human rights and related topics are conducted every year for all employees to continue enhancing employee awareness on human rights protection.</p> <p>7. The Company is committed to providing a safe and healthy working environment where employees can develop their talents to the full. To implement this commitment, we comply with local laws and regulations, and formulate management policies and procedures based on the international labor and human rights standards mentioned above. The company has established a human rights governance structure with the Board of Directors at its highest level for the implementation of human rights governance. The “Employee Care and Social Participation” working group under the “ESG Executive Committee“ systematically and effectively promotes human rights management. In addition to the making of quarterly progress reports to the “ESG Executive Committee“, human rights management practices and accomplishments are also reported annually to the “Sustainability and Risk Management Committee” under the Board of Directors.</p> <p>(2) Please refer to Explanation 3.</p>	

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
<p>are business performance or results appropriately reflected in employee salary/compensation?</p> <p>(3) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?</p> <p>(4) Has the Company established effective career development training programs for employees?</p> <p>(5) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?</p> <p>(6) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>(3) Please refer to Explanation 4.</p> <p>(4) PTI's planning of the education and training system ensures our training investment is aligned with business philosophy. The interaction between different training mechanisms provide employees with a complete blueprint for training and career development. Training tailored to each role and grade ensure that our talent cultivation and development will meet PTI's needs for business growth. Further information on career development, please refer to PTI's ESG report and corporate website.</p> <p>(5) The PTI "Code of Business Conduct and Ethics" required relevant policies to be formulated for all company R&D, purchasing, production, operation and service processes, such as: Policies for preventing stakeholders from being harmed by products or services, prohibition against leaking of confidential information, prohibition against violation of intellectual property rights, or engaging in unfair competition. Please refer to Explanation 5 for PTI management of intellectual property. The relevant complaints procedure has been established by PTI. In addition to internal announcements, complaints channels are also disclosed on our corporate website to safeguard the interests and rights of both internal and external stakeholders.</p> <p>(6) PTI considers suppliers/contractors to be our partners. Our supply chain management strives for steady development and sustainability through mutual cooperation.</p> <p>1. In accordance with the Company's "Code of Business Ethics and Integrity", before establishing business relationships with suppliers, the Company shall evaluate the business counterparties via appropriate procedures to examine and to find out whether there is any past record of impacting the environment and society.</p> <p>2. Require suppliers to follow the RBA Code of Conduct, and establish supplier codes of</p>	

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
			<p>conduct that include labor rights, environmental protection, and business ethics; of which, business ethics include the Code of Integrity, honesty and business ethics, anti-competition and anti-bribery policies.</p> <p>3. Targets and assessments are continuously set for quality, delivery time, cost and technology. Planned visits and on-site audits of business systems are conducted every year as well. The audit systems include:</p> <ul style="list-style-type: none"> ◆ Quality management system ◆ Green product management system for non-use of hazardous substances in raw materials ◆ RBA Code of Conduct management system on labor and human rights, the environment and ethics ◆ Environmental, safety and health risk management ◆ Operation Sustainable Management <p>Our “Code of Business Conduct and Ethics” require potential suppliers to undergo an assessment of their past business associations. A suitable screening process is used to examine their business dealings and determine whether they have a past record on environmental and social impact.</p> <p>Refer to Explanation 6 for PTI’s supply chain management practices.</p>	
5. Does the company refer to international reporting standards or guidelines for the preparation of corporate social responsibility reports and other reports that disclose non-financial information? Does the company obtain third-party verification or assurance for the reports above?	✓		<p>The compilation and drafting of the Company’s 2021 Sustainability Report adhered to the "Core" option of the GRI Standards published by the Global Reporting Initiative (GRI), the Task Force on Climate-Related Financial Disclosures (TCFD) framework, and the Semiconductor Sustainability Accounting Standard 2018 issued by the Sustainability Accounting Standards Board. Independent third-party verification was also conducted by the British Standards Institution (BSI) against the AA1000 AS Type II high-level assurance. Limited assurance was also conducted by the accounting firm PwC based on the ISAE 3000 standard. The information for “salary of permanent employees in non-management positions” was verified by the accounting firm Deloitte.</p>	None.
<p>6. If the Company has established corporate sustainable development principles based on "Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", please describe any difference between the principles and their implementation:</p> <p>PTI referred to the “Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and other relevant laws and regulations in formulating our own “Corporate Sustainable Development Best Practice Principles.” The Corporate Sustainable Development Best Practice Principles were approved for implementation by the Board of Directors on November 8, 2013. Amendments were</p>				

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
passed by the Board on November 4, 2016, to improve Corporate Sustainable Development performance, promote better corporate governance, develop a sustainable environment, protect social welfare and strengthen the disclosure of Corporate Sustainable Development information. There is no difference between the defined principles and their implementation. These principles apply to the overall business activities of PTI and all subsidiaries.				
7. Other supplement information: Please refer to Explanation 7.				

Explanation 1: Performance management targets for energy/resource recovery were set by PTI to improve resource utilization and reduce the environmental impact of production activities.

1. Establish energy and resource performance management goals:

The results are reviewed on a regular basis; we also assessed and advocated the use of reclaimed materials with low environmental burden/impact where it does not affect product quality. To protect the environment as well as cope with the effects of climate change and water resource depletion, we are gradually increasing our waste recycling and energy savings every year. Reclamation of process water has also been increased as an alternative to tap water use.

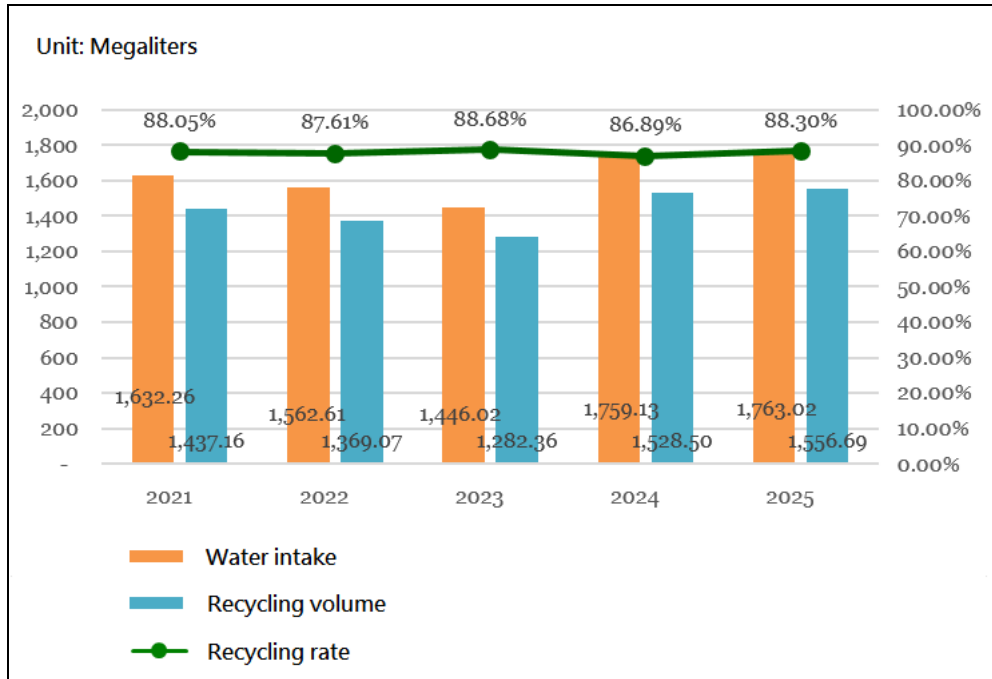
(1) Energy and resource intensity and usage status over the past two years:

Item	2024	2025	YoY
Power Concentration (kWh/NT\$K)	15.05	14.66	Decrease 2.59%
Water Concentration Usage(metric ton)/Revenue(NT\$M)	63.78	75.30	Increase 18.06%
Waste Concentration Volume(metric ton)/Revenue(NT\$M)	0.15	0.16	Increase 6.67%

Item	2024	2025
Waste Recycle (metric tons)	5,70	6,511
Electronic Saving (kWh)	14,459,016	20,255,665
Waste Water Recycle (metric ton)	1,528,497	1,556.691

Note: Waste recovery projects have been expanded to include resource recovery, recycling, energy recovery, etc.

(2) 2025 PTI recycled 88.30% waste water during dicing and grinding process.



Note: 1. Facility process dicing and grinding including: Plant 2, 3A, 3C, 8, and 11B.

2. $\text{Recycle rate \%} = \left\{ \frac{\text{Recycle water volume (m3)}}{\text{Recycle Equipment Water input (m3)}} \right\} \times 100\%$

3. 2025 target water for dicing and grinding recycle rate was 85%.

2. Renewable energy consumption targets

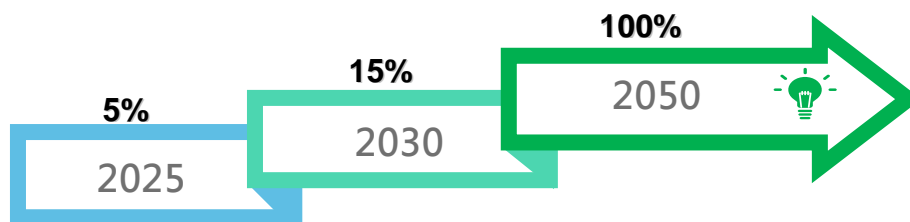
The Company supports climate change initiatives and actively implements carbon reduction measures, and has initiated a renewable energy installation project since 2021 and an implementation plan will be such as:

(1) Implement renewal energy project

- Installation of solar power equipment on the roof of the planet in 2022, and meter hanging operation was completed in 2023, and the total power generation in 2025 was 3,537,845 kWh.
- Purchase of green energy from renewable energy providers and engage in green energy wheeling from 2023 onwards. the Company purchased 35,357,147 kWh of renewable energy, accounting for 4.7% of its total energy consumption in 2025.
- The renewal energy usage of the Company was 38,894,992 kWh, accounting for 5.2% of its total energy consumption in 2025.

(2) Mid-to-Long term target: Net zero schedule in line with international standard.

- Green entry reached 5% by 2025 and 15% by 2030.
- 100% Renewal energy by 2050 in line with RE100 standard.



Explanation 2:

Measures such as energy conservation, carbon reduction, greenhouse gas reduction, reduced water consumption and waste management were promoted by PTI through the internal management system and various pollution control facilities to fulfill our corporate social responsibility. Our goal is to promote sustainable environment. An explanation of the statistics from the past two years is provided below:

1. GHG emissions, water consumption and total amount of waste

(1) Greenhouse gas emissions

A voluntary GHG inventory has been conducted by PTI every year since 2007. The inventory outcome serves as the basis for reduction efforts. The 2024 GHG emission statistics for PTI were based on data from actual inventories conducted at each production site that were verified by an independent third-party (BSI). Direct GHG emissions (Scope 1) accounted for 2.43% of total emissions. The main source of indirect GHG emissions (Scope 2) was electricity consumption and accounted for 97.57% of total emissions. The GHG reduction strategy implemented by PTI focused therefore on electricity management and reduction of electricity use. GHG emissions over the past two years are shown in the table below:

Emissions of greenhouse gases by PTI over the past two years are as follow:
(Scope 1 and 2 include all PTI factories.)

Greenhouse Gas Emission (Unit: ton CO₂e / year)		
Item	2024	2025
Scope 1	7,455.97	8,057.79
Scope 2	339,416.97	325,035.49
Total Emission	346,872.94	333,093.28

Note 1: The GHG data of 2025 is the result of self-inventory, and third-party verification is expected to be completed before the end of June 2026.

Note 2: The details of Scope 3, please refer to PTI's ESG report chapter "7.1.3 Carbon management."

(2) Water Usage

(Information include all PTI factories, and third-party verification is expected to be completed before the end of July 2026.)

Extreme weather caused by climate change significantly impacted the water resources. PTI has been taking proactive actions for usage reduction, recycle and re-use. Table summarized the water usage over the past two years:

Item	2024	2025	Percentage
Tap Water (metric ton)	2,982,264	3,244,419	Increase 8.8%
Unground Water (metric ton)	35,262	31,847	Decrease 9.7%

(3) Waste Material

2025 PTI generated 7,827.50 metric tons of hazard wasted material during the cleaning wafer process. PTI generated 2,600.44 tons of wasted material from waste water process which were handled by qualified vendors. PTI recycled total 5,227.06 metric tons of recyclable waste which was mainly sludge produced during wastewater treatment.

The amount of non-hazardous waste recycled (including energy recovery) totaled 5,111.20 metric tons. Through measures such as recycling and reuse, the 2025 non-hazardous waste recycling rate (including energy recovery) reaches 97.8%. And through the implementation of resource classification and circular economy in the factory, resources are recycled and reused to reduce the impact on the environment.

2. Promote energy saving, greenhouse gas reduction, water usage reduction, waste management and other measures in responds to climate change, PTI has annual goals and manage the results of our environmental protection outcome via data management. This includes:

(1) 2025 Annual Goals

- A. Non-hazardous waste recycling rate (including energy recovery) reaches 97.8%
- B. Efficiency of water reclamation system for cutting, trimming, and polishing processes reached 88.30%.
- C. Realized the target of a 1.5% saving in electricity consumption. Electricity consumption was reduced by 20,255,665 kWh, equivalent to the reduction of 9,601.19 metric tons CO_{2e} in carbon emissions.
- D. Realized the target of 1% carbon reduction; Reduce GHG emissions by 15% between 2020 and 2030
- E. A total of 161 energy conservation and carbon reduction measures were proactively executed for factory facilities and production processes.
- F. Climate change performance from the Carbon Disclosure Project (CDP): The 2025 CDP rating of B placed us in the Management grade.
- G. Water Security performance: The B- rating from Water Questionnaire in 2025 placed us in the Management grade.
- H. In response to the impact of climate change on corporate operations and to provide disclosure of concrete climate change information, the Company conducted business inventory and risk identification on climate change in 2025 based on the TCFD management mechanism. The direct or indirect impacts of extreme weather, the effects of transformation from regulatory, technical or market requirements, as well as the risks and opportunities for the Company's business activities from other cultural and social dimensions were analyzed. A TCFD thematic report was then issued and disclosed on the company website.

I. Waste Reduction and Recycling:

a. Process Plastic Waste Recycling and Reuse:

In response to the international trend of resource sustainability, waste plastics (blue tape and reels) destined for incineration are now fully recycled and reused. The recycling organization disassembles, sorts, crushes, heat-melts, and granulates the waste blue tape and reels to produce recycled plastic granules that can be made into plastic products. In 2025, 16.53 metric tons of waste blue tape and 37.10 metric tons of waste tape reels were transported to recycling facilities, resulting in total carbon reductions of 16,661.70 kg CO_{2e} due to the avoidance of incineration.

Type	Plant	Removal (metric ton)	Carbon Reduction (kg CO _{2e})
Blue Tape	P2、3C	16.53	5,620.20
Tape & Reel	P1、P10、P9	37.10	11,041.50

b. Recycling of empty chemical barrels

Chemical suppliers continued to implement the recycling of empty barrels. Empty chemical barrels are collected by the original suppliers for refill and reuse. In 2025, supply of chemical liquids to PTI increased by 17% compared to 2024. Approximately 4,517 200L drums were recycled, reducing the output of empty waste drums by 51.95 metric tons. The reduction in empty drum disposal volume prevented carbon emissions from the outsourcing of physical disposal. CO_{2e} emissions during the waste disposal stage was therefore reduced by 6,389.30 kg.

Year	Chemical type	Container Type	Supply amount (metric ton)	Recycled bottle (pcs)	Recycled bottle (metric ton)	Carbon Reduction (kg CO _{2e})
2024	7	DRUM barrel /200L	769.6	3,848	44.25	5,443.00
2025	7	DRUM barrel /200L	903.4	4,517	51.95	6,389.30

c. Progressive Adjustment of Waste Electrostatic Bag Disposal Flow

Previously, the difficulty of separating plastic and aluminum foil layers in electrostatic bags meant most were disposed of by incineration. Starting in 2024, recycling organizations were commissioned to significantly reduce the amount of waste that was incinerated. Aluminum-plastic separation technology was also used to produce recycled products such as aluminum strips and composite plastic granules, creating circular economic value for waste electrostatic bags. In 2025, increase in production capacity increased the output of waste electrostatic bags by approximately 29%, saturating the recycling capacity. Some waste electrostatic bags were therefore still outsourced for incineration and produced 7,847.20 kg CO_{2e} in carbon emissions. The diversification of reuse channels will be assessed to avoid being constrained by the capacity of back-end organizations.

d. Evaluation of Clean Production Assessment System

PTI is committed to the continued reduction of environmental impact from its operations and has been investing in green manufacturing technologies for many years. These covered raw material reduction/recycling, design of environmentally friendly processes, and innovative decarbonization/detoxification methods. Datong factory had previously obtained the Cleaner Production Assessment (CPA) certification from the Industrial Development Administration of MOEA in 2024. The same process was successfully completed by the Plant 3C in 2025 with the certificate issued in December. PTI will continue to push for CPA certification of all factories.

(2) Environmental Management Plan

To fulfill company's corporate social responsibility and through the correct use of pollution monitor system, PTI has a long-term plans and measures for environmental management:

- A. Air Emission: PTI Taiwan installed air pollution prevention equipment especially designed for reducing Volatile Organic Compound (VOCs) emissions. They are tested regularly to comply with the treatment efficiency tests.
- B. Wastewater Recycle: Recycle and reuse the wastewater from the dicing and grinding process in order to reduce the use and protection of water resource.
- C. Waste Removal: PTI complies with the law in regard to the treatment of generated waste. We implement a proper recycling program at the source of the waste to improve the recycling efficiency. By collecting, classifying, reducing, and recycling, our major strategy focuses on "recycling" instead of "dumping." Transforming waste to resources will not only reduce impact on environment, but also increase the value generated by recycling.
- D. Audition and Coaching the Contractor: PTI audit our supplier and outsourcer with environmental pollution risks regularly. We also coach our contractor to carry out environmental protection duties; altogether we fulfill our responsibility of environmental protection as enterprise, and the goal of sustainable supply chain.
- E. Energy Saving and Carbon Reduction: An energy-saving cross-department task force to monitor energy saving project and the reduction of energy and greenhouse gas emission. PTI voluntarily provide carbon emission information in order to correspond with global trend.
- F. Autonomous Environmental Monitoring: Consist of wastewater properties, noise, air quality and waste monitoring in order to control the effective and impact of enterprise activities.
- G. Alternation of Environmental Permit: Update our environment permits to corporate with our enterprise activities and allow our activities and emissions in accordance to the law

(3) Environmental Protection Department

The company has Occupational Safety and Environmental Protection Section, specific in the management and promotion of occupational Safety and environmental protection, also, supervise pollution prevention facilities are function normally. Furthermore, the occupational safety and environmental protection committee consists of high ranking supervisors and selected departmental representative, which, in charge of drafting, responding to, and executing topics related to sustainable environment.

(4) Environmental Safety and Health Policy

To implement environmental safety and health protection values into business operations and every employee, the company has established “Environmental, Health and Safety Policy” and put actions on our employees, customers and other interest groups. Detailed illustrations are as follow:

- A. **【Information Transparency and Total Communication】** Communicate ESH policy to employees, customers, and related groups.
- B. **【Regulatory Compliance and Exceeding Expectations】** Comply with environmental protection, safety and health legislation/regulations and customer requirements.
- C. **【Total Participation and Risk Protection】** Consult and engage with workers and their representatives on the prevention of injuries, diseases, and accidents as well as damage control.
- D. **【Green Transformation and Sustainable Operations】** Actively promote energy efficiency and waste reduction initiatives in response to international trends in environmental protection and the organization’s current circumstances.

Explanation 3:

To accomplish long-term developments of the Company while at the same time maintaining the living standards of our employees, the overall remuneration of PTI employees is based on professional knowledge and skills, work duties, performance, and long-term contributions as well as the Company’s business targets to ensure the competitiveness of the Company’s overall compensation. Adequate adjustments are made to their salaries on a yearly basis through the salary survey and by taking the market salary standards as well as the overall economic index and commodity price index into consideration. By continuing to optimize the competitiveness of our remuneration, PTI can attract more outstanding talents and attain a win-win outcome. Also, PTI complies with the relevant labor laws and regulations to hire employees at a salary level higher than the local minimum wage, whether in Taiwan or overseas. In addition to the above-mentioned quality compensation system, PTI also offers comprehensive benefits: from work to life, from everyday life to festivals, we offer a comprehensive benefits system that is better than the legal requirement to encourage and inspire every employee.

1. Rewards and benefits of PTI Taiwan are as follows: Benefit subsidies in 2025 totaled NT\$ 338,923,155. Details in below:

Category	Details
Other Incentives	<ul style="list-style-type: none">• Annual Incentives : distributed in the first and second halves of the year• Quarterly Incentives : base on company financial performance target• Compensation/Encouragement Incentives : base on company financial performance target, individual employee job performance and contribution• Pay Raise : annual adjustment
Fringe Benefits	<ul style="list-style-type: none">• Special Events (New Year Festival, Dragon Boat Festival, Mid-Autumn Festival and Christmas)• Free group insurance coverage (Life insurance for spouse & dependent, accident insurance, medical insurance, cancer insurance, etc.)• Discounted Group Insurance Plan (for employees' parents and spouses' parents)• Free annual physical check-ups

Category	Details
	<ul style="list-style-type: none"> •Benefits (Wedding, Childbirth, Hospitalization, Funeral) •Travel Vouchers •Meals discounts •Birthday gifts •Movie Tickets •Club Activities •Other Events (Physical or on-line activities depends on plans.) •Discounted Stores (over 800 discounted stores) •Children day care (Contracted with multiples day care facilities to provide various supports).

2. The “Employee Stock Ownership Trust” was launched in 2024 and included in the employee welfare plan. By strengthening the relationship between employees and the Company, the program will encourage employees to work together with the Company to continue delivering even better results. Employees can voluntarily contribute a portion of their salary each month with matching contributions from the Company as an incentive. The trust is then managed and invested by a trustee bank to encourage employees to make long-term, regular and fixed-amount investments and hold company stock.
3. Diversity and equality in the workplace
 - ◆Our company guarantees that women and men have the same working rights. According to statistics, at the end of 2025, male employees accounted for 48.57% of the total workforce, and female employees accounted for 51.43% of the total workforce. The ratio of male and female employees was almost equal, indicating that female workers enjoy fair objectively equal job security and growth potential at PTI.
 - ◆Salary design and assessment are based on employees' educational background, professional knowledge and skills, years of experience, job category and personal performance. We define fair and equitable operating procedures that provide all employees with equal pay for equal work. Salaries are also based on job category rather than gender. Once hired, employees receive appropriate compensation, annual salary adjustments and promotions based on their performance regardless of their gender, race, religion, political views, marital status or union/group affiliations etc. The Company's compensation system complies fully with the relevant labor laws and regulations. The Company actively promotes a diversified workplace. We support the growth and career development of female employees. Female employees accounted for 39.6% of annual promotions announced on April 1, 2025.

Explanation 4

Given the consideration of the working environment and the importance of personal protective equipment, PTI is to provide a safe and healthy working environment. The protection of employee’s safety measures is as follow:

- 1.Implementation of “Environmental Safety and Health Policy”
 - To prevent occupational injuries and accidents and ensure the safety and health of our workplace, we implemented our “Environmental Safety and Health Policy.”
- 2.Follows the Health and Safety Management System
 - Based on ISO 14001 and ISO 45001 systems to manage.
- 3.Measurement of Operating Environments
 - PTI conducts measurements of operating environments every six month to understand the hazard exposure in workplace environments. If the measurements return abnormal readings, we perform monitoring and improvement on the affected areas.
- 4.Personal Protective Equipment
 - To ensure the safety and health of employees and minimize exposure to harmful factors, PTI has implemented its personal protective equipment management regulations and required that employees wear appropriate personal protective equipment when handling hazardous operations.

5. Health Care

We provide comprehensive employee care and health care system to ensure every employee's mental and physical health. Including comprehensive channels for open communication, psychological counseling system, manage and follow up on health conditions with regular and special health examinations and medical counseling service. We value the health of working mothers and manage the prevention of disease triggered by abnormal workload toward employees, thus, creating an excellent work environment and a healthy corporate culture.

6. Training & Development

To raise the awareness of environmental safety and health, beside from training for new employees, PTI organize various training courses annually. Such as, waste management, greenhouse gas inspection, hazardousness identifies, risk and environmental assessment, personal protective equipment management, automatic check, emergency response and health seminars.

7. Health promotion and management

A number of health promoting activities were held in 2025, including: Flu vaccination, employee health exam, blood donation and bone density testing. On-site physician services were provided 272 times in 2025.

8. Occupational Injury Management

In 2025, there were no cases of occupational disease among PTI employees and 19 cases of injuries. Analysis showed that the main type of injury was “falls” and accounted for 37% of all injuries. To reduce this type of injury and prevent similar occupational injuries, supervisors are continuing to conduct routine inspections to keep work passages clear for personnel in their department. Personnel must also fence off work sites to keep unauthorized personnel out. To reduce the risk of occupational injury from slipping or tripping over, measures were taken to raise awareness on the need to use measured steps and pay attention to the ground while walking or carrying items, as well as avoid wearing worn or damaged footwear.

9. Industrial safety inspections

A comprehensive inspection system was established to ensure that health and safety personnel can use the corrective and preventive actions of the management system to identify problems areas and prevent accidents in the factory and its surrounding area. They are also expected to cooperate with the site manager on self-inspections or joint inspections. Identified deficiencies and their correction rate are analyzed by department and type then submitted to the monthly industrial safety meeting and the quarterly meeting of the Occupational Health and Safety Committee for review.

No.	Responsible Personnel/Content	Frequency
1	Site inspections by industrial safety personnel	No less than once a day
2	Environmental safety inspections by industrial safety personnel	No less than once a week
3	Special environmental inspections by industrial safety personnel	No less than once a month
4	Topical inspections by industrial safety personnel (In response to regulatory changes, incidents, and after internal/external audits)	Random
5	Cross-audit of industrial safety performance management	Once a quarter
6	Industrial safety inspection of production sites	No less than once a week
7	Walk-about management by site management	Random
8	Internal joint inspections by factory director/department heads	Once a month

10. There is no fire incidents in the Company in 2025.

Explanation 5: Intellectual Property (IP) management plan and implementation status.

1. Intellectual property strategy

(1) Intellectual Property Management Plan

To ensure operational and expand competitive advantages, we strengthen our intellectual property portfolio, continuously improve the quality of intellectual property, and integrate technology, products, and intellectual property to create industry value and increase revenue. We formulate an intellectual property management plan aligned with operational goals and R&D strategies to deepen our expertise in key technologies, protect R&D outcomes, and enhance employees' awareness of intellectual property protection. At the same time, we will continue to optimize the intellectual property management system and intellectual property rights management to ensure technological leadership and mitigate operational risks, implement compliance with corporate governance regulations, and achieve sustainable operations.

(2) Intellectual Property Strategy

The Company is committed to compliance with corporate governance regulations and sustainable operation, and regards intellectual property (IP) as a core asset of the enterprise. The IP management system is leveraged to continuously improve IP quality and implement IP protection, ensuring our technological leadership and the building of a robust legal protection network. We can fully utilize intellectual property to strengthen our competitive advantage and achieve long-term corporate growth and industry leadership through a high-quality patent portfolio, technology defense, and a dual-track protection mechanism for patents and trade secrets.

(3) Implementation of IP management:

A. Patents: Established patent and trademark application management regulations and incentive measures to encourage the active conversion of R&D results into patent proposals by R&D colleagues. Internal review mechanisms and patent proposal review systems also enable more efficient review of proposals from R&D colleagues. The Patent Committee conducts comprehensive reviews on the value of proposed technologies, practical applications, and market development trends. Patent portfolios are adjusted as necessary to maximize the effectiveness of patent protection. From initial preliminary investigation, defining the scope of protection, and confirming the layout direction, to analysis and review opinions, formulating response strategies, and safeguarding rights in the later stages, the IP department closely tracks progress, ensures the quality of execution, and strives to enlarge the scope of rights. An IP rights management list has been established for regular inventory and maintenance.

B. Trademarks: Registration of trademarks are used to distinguish the Company's technical services from that of other parties for the sake of differentiation and market recognition. These trademarks can be used in marketing and promotion to showcase the core features and characteristics of technical services. In the event of unauthorized use or misrepresentation by a third party, the Company will assert its rights in accordance with the law to prevent confusion and misidentification, and to protect our interests for the sake of sustainable of operations.

C. Trade Secrets: Trade secrets are one of the keys to a company maintaining a competitive advantage. By effectively recording and storing important trade secrets through a registration system, and by conducting regular and ad-hoc IP education and training, we can continuously strengthen employee awareness on IP protection and ensure the effective protection of company IP.

(4) Potential IP risks and Responses

PTI is committed to the protection of IP rights and to respecting the legitimate IP of others. Despite the Company's own active in-house development efforts, the complexity of technological evolution makes it difficult to guarantee that technology developed independently by the Company will not infringe on the intellectual property rights, or does so

accidentally. To mitigate this risk, the Company will strategically license certain technologies, while also leveraging its IP for defense against litigation or for cross-licensing. Furthermore, by joining the LOT Consortium, the Company can defend against undue harassment from non-patent-implementing entities and reduce operational risks.

2. Implementation Status

As of December 31, 2025, the Company has been granted more than 1,000 patents over the years, including 631 Taiwan patents, and 398 patents in the United States and other countries. As of December 31, 2025, the Company had a total of 79 patent applications pending, including 26 applications in Taiwan, and 53 applications in the United States and other countries. The implementation status of the IP management plan is reported to the Board of directors in the fourth quarter of each year. The reporting date for 2025 is November 7. The Company implemented the Taiwan Intellectual Property Management System in 2020. Key activities in 2025 were as follow:

- (1) Re-verification of the TIPS (Level A) was applied for and completed on October 17.
- (2) Achieved the goals set for this year's patent proposal planning and patent application, including patents and ESG linkages.
- (3) We continued to promote the trade secret registration system and complete the trade secret inventory. Assessment activities such as the Gold Quality Award were also held to encourage employee registration and to recognize employee contributions.
- (4) IP education and training were held to enhance colleagues' awareness of intellectual property protection.

3. Verification Status

PTI has continued to optimize the existing IP management system ever since the introduction and initial certification of TIPS in 2020. PTI then passed TIPS re-verification in 2021, the TIPS random inspection procedure in 2022, and the TIPS re-verification in 2023. In 2025, TIPS re-verification was successfully completed again will remain valid through to December 31, 2027. A systematic intellectual property management system that is continuously integrated with the company's operational goals helps to enhance the company's competitiveness and achieve sustainable business operations.

Explanation 6:

Supplier Management Guidance:

The concept is extended to supply chain management with sustainable operation as its core value. A sustainability vision and execution strategy are then formulated to create a mutually beneficial and win-win sustainable supply chain.

1. Implementation Strategies and Supplier Code of Conduct

Strategy	Practice	Description
Strategy 1: Strengthening supply chain resilience and sustainability	<ul style="list-style-type: none"> • Establish a "Supplier Code of Conduct" for compliance 	A "Supplier Code of Conduct" encompassing labor rights, workplace safety, environmental protection, integrity and ethics, business continuity and other aspects have been established that supplier partners are expected to adhere to.
	<ul style="list-style-type: none"> • Implementation of supplier screening and management measures 	Implement a supplier tier system and develop supplier evaluation criteria such as supplier selection, due diligence, quality/technology/service/ESG for implementing various supplier management measures.

	<ul style="list-style-type: none"> • Supplier evaluations and audits 	Implement supplier evaluation and auditing measures to ensure proper implementation by suppliers
	<ul style="list-style-type: none"> • Provide supplier mentoring and empowerment 	Regularly hold supplier briefing meetings to exchange ideas, share experiences, and refine sustainability measures.
Strategy 2: Boost local procurement	<ul style="list-style-type: none"> • Gradually increase the proportion of locally sourced raw materials, equipment, contractors, and service providers to implement supply chain localization. 	

PTI has formulated a Supplier Code of Conduct by referencing relevant international initiatives and standards, including the “Responsible Business Alliance Code of Conduct,” the “United Nations Guiding Principles on Business and Human Rights,” the “Social Responsibility Standards,” the “ISO 37001 Anti-Bribery Management System,” and the “UN Universal Declaration of Human Rights.” The Code of Conduct is also designated as an important responsibility that partners must adhere to. Compliance on business ethics, including integrity and honesty guidelines, Code of Business Conduct and Ethics, anti-competitive and anti-bribery policies and so on are also expected to supplier partners.

2. Supplier Management Target:

No.	Item	Target	Status
1	New supplier completes bribery risk and due diligence assessment	100% completed	Achieved
2	Supplier social responsibility risk	Vendors with no significant risk of human rights violations	Achieved
3	Conflict minerals investigation operations supplier qualification rate	100% non-conflict mineral supplier	Achieved
4	Supplier participation rate in “Supplier Social Responsibility Seminar”	>85%	Achieved

3. Supplier Sustainable Management

New Supplier Evaluation	<ul style="list-style-type: none"> • Assess new suppliers, including paper, plant and sample evaluations. • Supplier candidates must sign the "Business Integrity Commitment" and abide by the RBA Code of Conduct. • Complete the supplier bribery risk and due diligence procedures to implement anti-bribery and anti-corruption. • Those who meet PTI’s requirements are eligible suppliers.
Supplier Assessment	<ul style="list-style-type: none"> • Assess supplier of raw materials every season / 6 months, and assessment criteria include quality, delivery date, cost, and technology. • Suppliers that fail the assessment are required to improve within a time limit and provide evidence of improvement or arrange for an on-site inspection. • 2025 Raw material supplier evaluation results, all of which have reached the standard of qualified supplier score.
Supplier Audit	<ul style="list-style-type: none"> • Major raw material suppliers are audited annually, and auditing categories include quality management system, green product system, environment, safety, health system and RBA system (Labor Rights). • When shortcomings are identified, suppliers are required to submit appropriate improvement plans with specific goals and time limits. Those who fail to achieve the goals within the time limit are disqualified as suppliers.
Supplier Consultation and Training	<ul style="list-style-type: none"> • Conduct regular on-site consultation and training including RBA Code of Conduct, human rights issues, etc. to suppliers. • “Supplier Social Responsibility Forum” is held annually to promote the green policy, quality policies, business integrity and ethics, CSR, etc. • Direct materials suppliers must have international certifications such as the ISO 9001 Quality Management System. Those without certification must provide plans to obtain such international certification.

4. Supplier audits

Key raw material suppliers are screened by PTI and evaluated on the basis of quality of process requirements. The evaluation outcome is then used to organize the audit plan. These included key suppliers of raw materials and labor services. In 2025, audits were conducted at 43 suppliers including major raw material suppliers and labor suppliers. We audited the Responsible Business Alliance Code of Conduct systems and business continuity management systems of suppliers scheduled for annual audits or classified as high-risk. The audit controls served to prevent or reduce negative impacts on society. A total of 80 audits were conducted. The majority of non-conformities identified during on-site supplier audits in 2025 related to process control, occupational health and safety management, fire safety, SOP implementation and 6S management on the production line. Suppliers were asked to implement corrective action by the given deadline. Follow-up inspections found that corrective action was carried out for all non-conformities and no supplier were disqualified as a result of audits. Supplier audits found no suppliers with significant risks of forced or compulsory labor and child labor in the Company's supply chain.

5. Hosting of "Supplier Social Responsibility Conference"

To establish a sustainable supply chain and effectively communicate ESG sustainability awareness, supplier outreach activities are organized by the Company every year. The content is provided to domestic and overseas suppliers in both Chinese and English to help suppliers grow with us and maintain position relations.

Key topics in the 2025 "Supplier Social Responsibility Promotion" included professional ethics, supply chain carbon management, RBA Code of Conduct and supply chain due diligence, etc. A total of 151 manufacturers and 188 supplier representatives from the chemicals, direct materials and labor agencies took part. Through supply chain communication and cooperation, a green and sustainable supply chain as well as shared values that create a win-win outcome can be established.

Explanation 7: Status and Results of the Practice of Sustainability:

《Social Aspects》

1. Talent Recruitment

PTI continues to provide job opportunities by employing over 3,066 employees in 2025. At the same time, we hire from the minority groups which helps resolve their economic pressure. In 2025, we have 177 employees from minority group.

2. Employment for Disabled People

To attend the needs of disable people and improve our work environment, we welcome physically or mentally disadvantaged persons to work at PTI. PTI continues to hire disabled people in accordance to the law, as of Dec. 2025, PTI have 129 employees from disadvantaged group and we have hired 43 persons in 2025.

Year	2022	2023	2024	2025
Number of Employee with Disability	123	111	117	129

3. Establishment of "PTI Education Foundation"

PTI has established the "PTI Educational Foundation" (the Foundation) in 2017, to promote technology education, culture education, and talent development, as well as to be responsible corporate citizens. The foundation has been actively involved in community services to make the world a better place to live in.

2025 community give back NT\$ 3,190,651 activities, and the number of employee volunteer service hours reached 2,208 and the number of beneficiaries reached 1,454. Details of the Company's social participation are disclosed in the Company's ESG Report and on the Company's website.

《Employee Aspects》

1. Policy for Positions Retained without Pay

The Company creates a diversified and lively workplace stress relief environment, and provides health checkups that are better than the law, tracking and management of health checkup abnormalities, as well as psychological counseling and employee assistance programs to help employees achieve physical and mental health in their work and life.

2. Positions Retained without Pay:

Following government regulations, PTI (Taiwan) allows applications for positions retained without pay from any gender to encourage childbirth. As for 2025, there are a total of 255 childbirths under this policy. Number of childbirths in the past three years is 1,239.

◇ Maternity/ paternity leave

In 2025, 149 employees applied for maternity/ paternity leave without pay, and 21 male employees which accounts 14.1%. Among those who applied for position retained without pay for maternity or paternity, 80% of employee returned to their positions. After returning to their positions for one year, retention rates were 82%.

◇ Breastfeeding Room:

We encourage postnatal employees to feed and collect breast milk. All plants are equipped with breastfeeding rooms with refrigerators installed for breastfeeding mothers to use.

◇ Reserved Parking Spots for Pregnant Women:

To allow pregnant women and postnatal mothers to have more convenient workplace, we have reserved parking spots for pregnant women for their priority parking.

◇ Partner maternal and child institutions:

The Company has contracted with 17 institutions in employee neighborhoods such as hospitals, clinics, post-natal care centers, quality kindergartens and childcare centers to provide employees with high-quality services from pregnancy, post-natal care to childcare and child development.

Implementation of Climate-Related Information

Item	Implementation status														
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>Board of Directors</p> <p>PTI attaches great importance to shareholders' rights and interests, and the Board of Directors form the core of our business operations. The Board of Directors plays a supervisory and commanding role in the promotion of climate change and sustainability management strategies as well. Its subordinate Sustainability development and Risk Management Committee, Remuneration Committee and Audit Committee assist the Board with oversight of corporate sustainability and climate change-related management actions. Each committee also briefs the Board of Directors on a regular basis.</p> <table border="1" data-bbox="608 622 1426 931"> <thead> <tr> <th data-bbox="608 622 788 658">Organization</th> <th data-bbox="788 622 1426 658">Job</th> </tr> </thead> <tbody> <tr> <td data-bbox="608 658 788 808">Sustainability development and Risk Management Committee</td> <td data-bbox="788 658 1426 808">Review the company's sustainability development and risk management policies and strategies and supervise the implementation of the company's sustainability development and risk management-related tasks, etc.</td> </tr> <tr> <td data-bbox="608 808 788 869">Remuneration Committee</td> <td data-bbox="788 808 1426 869">Evaluate that individual compensation is linked to the Company's operating and ESG performance.</td> </tr> <tr> <td data-bbox="608 869 788 931">Audit Committee</td> <td data-bbox="788 869 1426 931">Supervise the company's overall business risks.</td> </tr> </tbody> </table> <p>Management</p> <p>-In addition to the support of senior managers, the promotion of carbon reduction, environmental sustainability, and other issues also requires the participation and cooperation of all units. PTI uses sustainability goals as the vertical axis and cross-functional organizations as the horizontal axis to outline all the areas of interest in each dimension of environmental sustainability. Providing senior executives and management with the big picture facilitates effective support and assistance.</p> <p>-We have established climate risk identification and response procedures for “top-down command and supervision, bottom-up response and feedback” that are implemented by TCFD Promotion Team and Energy Conservation Team. The outcomes are reported to the Industrial Safety and Environmental Protection Committee and ESG Executive Committee. Impact analysis and risk identification for climate change are conducted and the results compiled by the Sustainability development and Risk Management Committee.</p> <table border="1" data-bbox="608 1576 1426 2033"> <thead> <tr> <th data-bbox="608 1576 815 1608">Organization</th> <th data-bbox="815 1576 1426 1608">Job</th> </tr> </thead> <tbody> <tr> <td data-bbox="608 1608 815 2033">ESG Executive Committee</td> <td data-bbox="815 1608 1426 2033"> <p>When matters relating to corporate sustainability management are discussed, the President serves as the convener while the Sustainable Development Management Office serves as the executive secretary to assist with the implementation of activities relating to sustainable development policy goals. Issues of stakeholder concern are also discussed.</p> <ul style="list-style-type: none"> • TCFD Promotion Team: The Sustainable Development Management Office serves as the convener and carries out the identification of TCFD climate-related risks and opportunities every year. The TCFD climate-related risks and opportunities identified each year are reported to and discussed by the “ESG Execution Committee” to provide the management team with a reference for its decision-making. </td> </tr> <tr> <th data-bbox="608 2033 815 2058">Organization</th> <th data-bbox="815 2033 1426 2058">Job</th> </tr> </tbody> </table>	Organization	Job	Sustainability development and Risk Management Committee	Review the company's sustainability development and risk management policies and strategies and supervise the implementation of the company's sustainability development and risk management-related tasks, etc.	Remuneration Committee	Evaluate that individual compensation is linked to the Company's operating and ESG performance.	Audit Committee	Supervise the company's overall business risks.	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Organization	Job														

Item	Implementation status	
	Industrial Safety and Environmental Protection Committee	<p>The President serves as the convener and is responsible for the study and discussion of matters relating to industrial safety and environmental protection. The goals are prevention of occupational injuries and pollution, improvement of environment, safety, and health (ESH) in the workplace, and enhancing ESH management. Quarterly meetings are convened to discuss issues such as climate change and environmental protection. For example: development of environmental and energy-saving performance indicators, as well as the tracking and improvement greenhouse gas inventory results.</p> <ul style="list-style-type: none"> • Energy Conservation Team: The Factory Affairs Department serves as the convener for annual forums on energy conservation issues and energy management at each factory. Annual energy conservation statistics are also compiled and reported to the Industrial Safety and Environmental Protection Committee.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	The analysis of climate risks and opportunities please refer to 2025 ESG Report “7.1 Climate Change and Energy”.	
3. Describe the financial impact of extreme weather events and transformative actions.	The analysis of financial impact to climate changes please refer to 2025 ESG Report “7.1 Climate Change and Energy”.	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Identification and monitoring of risks please refer to 2025 ESG Report “2.3 Risk Management” and “7.1 Climate Change and Energy”.	
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Climate-related risks and opportunities impact on PTI's strategy and financial planning. We use quantitative and qualitative analysis of climate-related scenarios so that appropriate response strategies can be adopted. Discussions are held by PTI on the Concentration Pathway Scenario (RCP) 2°C Scenario (2DS), and 1.5°C Scenario during the project meetings. Issues such as climate change risks and opportunities are assessed on the physical risks, transition risks, opportunity sources and so on in these scenarios.	
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	<p>PTI Formulate related management indicators in response to the impact of climate change, including improving energy-saving efficiency, saving 1% electricity consumption, setting up a project for renewable energy vouchers in the roof frame of the plant, renewable energy use of 5%, execution of ISO 14064 greenhouse gas inventory, ISO 14067 product carbon footprint, etc. And understand carbon exhaust hot spots and implement reducing carbon emissions, actively practice carbon reduction paths, and move towards 2050 net zero targets.</p> <p>PTI develop carbon reduction measures based on customer, product characteristics, and comprehensive implementation of environmental management plans, including planning to obtain the “Cleaner Production Assessment System” certificate, improving resource use efficiency and goals, and expanding water resource and waste recycling, as well as investing in the development of low-carbon and environmentally friendly products or processes, working together with the supply chain on low-carbon transformation projects, etc., to</p>	

Item	Implementation status
	practice responsible production and concrete actions, and strive for a better society and environmental sustainability.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Assessing factors such as international trends and regulatory requirements, PTI is still studying internal carbon pricing management measures.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	For the various goals and implementation progress, please refer to 2025 ESG Report “1.5 Sustainable Development Goals in Action” and “Chapter 7.1 Climate and Energy”.
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (also fill out 1-1 and 1-2).	Please refer to 1-1 GHG inventory and assurance in the past two years and 1-2 Greenhouse gas reduction targets, strategies, and specific action plans.

1-1 GHG inventory and assurance in the past two years:

Year	Scope	Scope 1		Scope 2		Scope 3		Certification body	Assurance standards	Assurance opinions
		Emission volume (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e/million NTD)	Emission volume (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e/million NTD)	Emission volume (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e/million NTD)			
2024	Powertech Technology Inc.	7,455.97	0.16	339,416.97	7.17	263,504.04	5.57	SGS	ISO 14064-3	Scope 1, 2 Reasonable Assurance, Scope 3 Limited Assurance
	Greatek Electronics Inc.	1,212.67	0.08	107,550.75	7.07	27,296.90	1.79	TUV NORD	ISO 14064-3	Scope 1, 2 Reasonable Assurance, Scope 3 Limited Assurance
	Get-Team Tech Corp.	106.97	0.69	1,497.98	9.65	1,096.77	7.07	-	-	-
	TeraPower Technology Inc.	1,341.13	0.23	67,444.70	11.66	-	-	ITRI	EPA	Scope 1, 2 Reasonable Assurance
	Tera Probe, Inc	618.52	0.31	27,110.89	13.40	36,283.70	17.94	BSI Group Japan	ISO 14064-3	Scope 1,2,3 Limited Assurance
2025	Powertech Technology Inc.	8,057.79	0.16	325,035.49	6.57	468,100.23	9.46	SGS	ISO 14064-3	Scope 1, 2 Reasonable Assurance, Scope 3 Limited Assurance
	Greatek Electronics Inc.	1,562.25	0.09	109,830.81	6.55	44,288.78	2.64	TUV NORD	ISO 14064-3	Scope 1, 2 Reasonable Assurance, Scope 3 Limited Assurance
	Get-Team Tech Corp.	110.60	0.61	1,643.81	9.07	946.16	5.22	-	-	-
	TeraPower Technology Inc.	1,547.11	0.23	69,912.16	10.31	175,404.51	25.88	ITRI	EPA	Scope 1, 2 Reasonable Assurance
	Tera Probe, Inc	681.49	0.37	26,504.29	14.27	GHG inventory not yet been completed	GHG inventory not yet been completed	BSI Group Japan	ISO 14064-3	Scope 1, 2 Limited Assurance. Scope 3 assurance not yet been completed

1-2 Greenhouse gas reduction targets, strategies, and specific action plans

Provide information on the base year and data, reduction targets, strategies, specific action plans, and the achievement of reduction targets for greenhouse gas emissions.

Base Year:

PTI use the year 2020 as the base year, the emissions for Scope 1 and Scope 2 are 34,572.779 and 380,119.407 metric tons CO₂e respectively, totally 414,692.186 metric tons CO₂e, and use this as the basis for setting greenhouse gas emission reduction targets.

Progress on reduction targets:

- ◆ We plan to reduce carbon emissions by 5% by 2025, 15% by 2030, and achieve net-zero emissions by 2050.
- ◆ PTI's Taiwan plant has implemented a voluntary reduction plan in accordance with greenhouse gas regulations to reduce greenhouse gas emissions. In 2025, greenhouse gas emission intensity was reduced by 18.8% and emission volume was reduced by 19.5% compared to the baseline year of 2020. The above data came from preliminary statistical analysis based on internal greenhouse gas inventory data. The actual data disclosed is subject to the content of the verified sustainability report.

Reduction strategy:

- ◆ Energy-saving targets and measures to improve electricity efficiency, such as replacing outdated equipment, implementing energy-saving processes, and using energy-saving lighting were devised in accordance with the ISO 50001 energy management system.
- ◆ By using an online platform for integrating greenhouse gas emission information, we can track greenhouse gas emission hotspots and progress on targets.
- ◆ Renewable energy use projects are being set up to progressively increase the proportion of renewable energy use every year and reduce carbon emissions.
- ◆ Invest in the research and development of clean technologies as well as innovative low-carbon technologies.

Action Plan:

Implementation of energy conservation and carbon reduction measures, as well as the use of renewable energy in 2025, please refer to PTI's ESG Report "Chapter 7.1 Climate and Energy" and TCFD Report.

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

Assessment Item	Implementation Status		Explanation	Non-implementation and Its Reason(s)
	Yes	No		
<p>1. Establishment of ethical corporate management policies and programs</p> <p>(1) Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?</p> <p>(2) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?</p> <p>(3) Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?</p>	<p>√</p> <p>√</p> <p>√</p>		<p>The Company’s Board of Director has approved “Corporate Conduct and Ethics Policy” base on the guidance of “Public Company Conduct and Ethics Practice Principles” on April 30 2013, and approved the 1st amendment on Feb 9 2015. 2nd amendment approved on Nov 2 2018. 3rd amendment approved on Mar 10 2020. 4th amendment approved on Mar 10 2022. 5th amendment approved on Nov 4 2022.</p> <p>The Company has established the following guidance:</p> <ol style="list-style-type: none"> 1. Prohibition against Providing or Accepting Improper Benefits 2. Prohibition against and Handling Procedure for Facilitating Payments 3. Avoidance of Conflict of Interest 4. Procedures for Making Political Contributions, Charitable Donations or Sponsorships 5. Procedures for Developing & Establishing Business Relationship 6. Disclosure of Ethical Management Policy to the Public 7. Prohibition against Insider Trading 8. Prohibition against Disclosure of Confidential Information 9. Prohibition against Infringement of Intellectual Property Rights 10. Prohibition against Acts of Unfair Competition 11. Preventing Products or Services from Damaging the Stakeholders 12. Report system, dishonesty behavior disposal, reward and punishment and appeal system <p>Please refer to Explanation 1.</p>	Comply with regulations.
<p>2. Ethic Management Practice</p> <p>(1) Does the company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business contracts?</p> <p>(2) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and does it regularly (at least once a year) report to the board of directors on its ethical corporate management policy</p>	<p>√</p> <p>√</p>		<p>Please refer to Explanation 2.</p> <p>The Company has set up a CSR Office on Aug 1, 2014 and renamed as Corporate Sustainability Development Office and approved on Mar 10, 2022 board meeting. The office is dedicated to promote and enforce ethical practices and reported directly to the Board of Directors. No less than once per year report to board. (Nov 7, 2025 10th term 14th board meeting reported Status of practice of business conduct and ethics.)</p>	Comply with regulations.

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Explanation	
<p>and program to prevent unethical conduct and monitor their implementation?</p> <p>(3) (Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?)</p> <p>(4) Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?</p> <p>(5) Does the company provide internal and external ethical corporate management training programs on a regular basis?</p>	<p>√</p> <p>√</p> <p>√</p>		<p>Employment contract stated all employees should avoid conflict of interests. Every employee every year signs "Agreement of Avoidance of Conflicts of Interest." starting from 2015. 2016 implement online training course for Code of Ethic and weighted in training scores with annual evaluation.</p> <p>The Company has established comprehensive accounting and internal control procedures and reporting system.</p> <p>Please refer to Explanation 3.</p>	
<p>3. Implementation of Complaint Procedures</p> <p>(1) Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistle blowers?</p> <p>(2) Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner?</p> <p>(3) Has the company adopted proper measures to protect whistle-blowers from retaliation for filing complaints?</p>	<p>√</p> <p>√</p> <p>√</p>		<p>The Company has established communication channels and complaint reporting system. Dedicated personnel handle complaints and make sure whistleblower identity will remain anonymous.</p> <p>Please refer to Explanation 4.</p> <p>The Company has established proper procedure to keep whistle-blower identity anonymous and away from wrongful conducts.</p>	Comply with regulations.
<p>4. Information Disclosure</p> <p>Does the company disclose its ethical corporate management policies and the results of their implementation on its website and the Market Observation Post System (MOPS)?</p>	√		The information and results of Code of Business Conducts and Ethics were available on MOPS and company website.	Comply with regulations.
<p>5. If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviations between the principles and their implementation:</p> <p>Compliant with Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.</p>				

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Explanation	
6. Other important information to facilitate a better understanding of the status of operation of the company's ethical corporate management policies (e.g., the company's reviewing and amending of its ethical corporate management best practice principles): PTI has been regularly reviewed the conduct and ethics compliance practices. 4th amendment was approved by Board on Mar 10, 2022. Amendment was intended to improve the performance of the practice. Corporate Sustainability Development office was in charge of the implementation and directly report to the Board.				

Explanation 1:

The Company has placed the following procedures in place for business activities with higher risk of ethical conducts defined by Article 7 Item 2 of Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies:

1. Assist to incorporate the business integrity and ethics into the business strategy of the Company, and to establish the preventive measures in accordance with the laws and regulations to ensure the business integrity.
2. Regularly analyze and evaluate the risk of dishonesty in the business scope, and according the plans to prevent unethical business conduct, and to set forth the related work scope, standard procedures and guidelines for each plan.
3. Propose internal organizations and job functions, and cross-checking monitoring systems for those business activities within operation scope that may involve high unethical business conduct.
4. Hold the business ethics education training courses to let the employees understand the determination, policy and preventive action of the business ethics and the consequences of involving unethical conduct.
5. Set up the channels to report unethical conducts, and the categories and investigation procedures for each type of unethical conducts, and ensure the effective implementation.
6. Assist the Board of Directors and the managerial personnel to examine and evaluate the effectiveness of the preventive action for unethical conducts, and evaluate and report the relevant compliance procedures on a regular basis.
7. Establish the data related to the implementation of business integrity, and analyze and evaluate the effectiveness of such ethics implementation, and disclose such ethics policy, implementation status and evaluation result in the website and annual report of the Company, and disclose the Guidelines in the Market Observation Post System
8. Certified for ISO 37001 Anti-Bribery Management System as a guide for corporate governance enhancement

Explanation 2:

Evaluation for risk of ethic conducts before engaged with suppliers. Evaluation items included:

1. Operation locations, organization structure, operation policy, and payment location.
2. Ethical conduct status and practice.
3. Located in high risk of countries.
4. Industry belongs to high risk category.
5. Long term profitability and reputation.
6. Consult other vendors.
7. History of bribery or misconduct.

Before entering into a contract with another party, the Company shall gain a thorough knowledge of the status of the other party's ethical management, and may make the observance of ethical management as a part of the terms and conditions of the contract, stipulating at the least the following matters:

- (1) When a party to the contract becomes aware that any personnel has violated the terms and conditions pertaining to prohibition of commissions, rebates, or other benefits, the party shall

immediately notify the other party of the violator's identity, the manner in which the provision, promise, request, or acceptance was made, and the monetary amount or other benefit that was provided, promised, requested, or accepted. The party shall also provide the other party with pertinent evidence and cooperate fully with the investigation. If there has been resultant damage to either party, the party may claim damage from the breaching party.

- (2) Where a party is discovered to be engaged in unethical conduct in its commercial activities, the other party may terminate or rescind the contract unconditionally at any time.
- (3) Specific and reasonable payment terms, including the place and method of payment and the requirement for compliance with related tax laws and regulations.

Explanation 3:

(1) 2025 Internal Training Details:

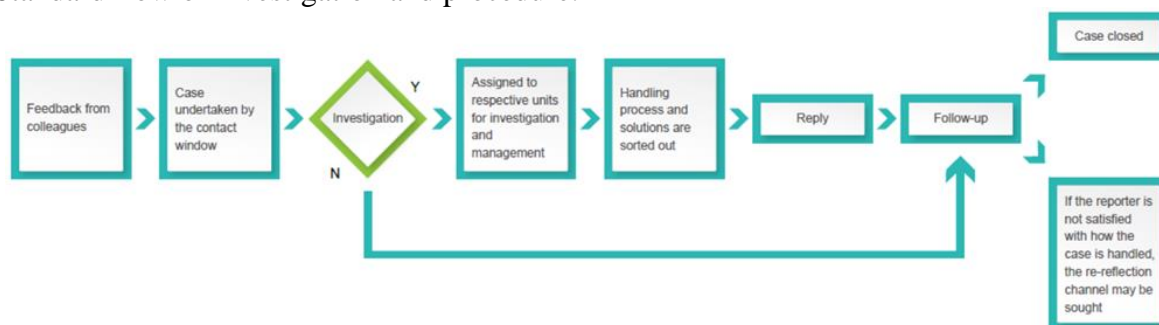
No.	Course	Hours per person	Number of Employees	Total hours
1	TIPS IP Management	1.00	4,075	4,075.0
2	Individual Identity Security.	1.00	12,285	12,285.0
3	Aware of Energy Management and Saving	1.00	12,285	12,285.0
4	Training for new hire employees.(Including data security, and code of ethics)	0.45	2,610	1,174.5
5	Corporate Ethics Conduct.	1.00	12,285	12,285.0
6	Cyber Security focus on Fishing email	1.00	43	43.0
7	Cyber Security	1.00	22,243	22,243.0
8	Law of Trade Secret	1.00	12,302	12,302.0
9	Work Place Sexual Harassment Prevention	1.00	12,285	12,285.0
10	General safety and health training	1.00	11,231	11,231.0
11	Hazardous chemical generals training	1.00	12,285	12,285.0
Total		-	113,929	112,493.5

(2) Supplier and contractor training:

1. Perform 2025 “Supplier's Social Responsibility Propaganda”, with a total of 151 manufacturers and 188 participants; the agenda content covers integrity operations and anti-bribery.
2. All contractors and factory manufacturers will complete the relevant training of the factory before entering the factory, including integrity operations and anti-bribery.

Explanation 4:

Standard flow of investigation and procedure:



(VII) Other Significant Information Regarding Code of Business Conduct and Ethics: None.

(VIII) Internal Control System Execution Status

1. Statement of Internal Control System

Please refer to the Chinese version of Market Observation Post System (MOPS). The access path is as follows:

Market Observation Post System (MOPS) > Individual Company > Corporate Governance > Company Regulations/Internal Control > Internal Control Statement Announcement

2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report: None.

(IX) Material resolutions of a shareholders meeting or a board of directors meeting during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report:

1. Shareholder Meeting Major Conclusion and Execution

Date	Type of Meeting	Major Conclusion
May 28, 2025	Annual General Shareholders Meeting	1. Approved 2024 Business Report and Financial Reports. 2. Approved and distributed 2024 profit sharing distribution. Implementation status: NT\$7.00 cash distribution on Sep 5, 2025 for shareholders holding position on Aug 6, 2025. 3. Approved the issuance of new common shares for cash to sponsor the issuance of the overseas depositary shares and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement and/or issuance of overseas or domestic convertible bonds in private placement and/or issuance of overseas or domestic convertible bonds. Implementation status: Considering the aforementioned plan will be expired and no suitable strategic investor(s), it is approved to discontinue the plan of this Private Placement offering on Feb 21, 2025 17th of 10th term board meeting, and will be report to AGM. 4. Approved the amendments to the Company's "Articles of Incorporation."

2. Board Meeting Major Conclusion and Execution

Date	Type of Meeting	Major Conclusion
Feb 21, 2025	Board Meeting (10th term 10th meeting)	1. Approved the business plan of year 2025. 2. Approved the Report of Business and the Financial Reports of year 2024. 3. Approved the Earnings Distribution Plan for year 2024. 4. Approved the amendments to the Company's "Articles of Incorporation" and the proposed "Employee Compensation Distribution Principles and Management Measures". 5. Approved the compensation distribution plan for directors of the Board and employees for year 2024. 6. Approved the proposed salary adjustment plan for managerial personnel. 7. Approved the promotion of managerial personnel. 8. Approved the Internal Control System Effectiveness Assessment and to issue the Internal Control System Statement of the year 2024. 9. Approve the appointment of the chief internal audit officer. 10. Approved the proposed amendments to the Company's "Internal Control System" and "Internal Audit System". 11. Approved the Company's proposed amendment to the "Employee Stock

Date	Type of Meeting	Major Conclusion
		<p>Ownership Association Charter.”</p> <p>12. Approved the evaluation of the independence, suitability and audit fee of the CPAs.</p> <p>13. Approved the proposal to apply an increase in credit line from financial institutions.</p> <p>14. Approved the proposal to apply for credit line for forward foreign exchange transactions in order to mitigate foreign exchange risk.</p> <p>15. Approved the discontinuance of the “issuance of new common shares for cash to sponsor the issuance of the overseas depository shares and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement and/or issuance of overseas or domestic convertible corporate bonds in private placement and/or issuance of overseas or domestic convertible corporate bonds” resolved by Annual General Shareholders’ Meeting of the year 2024.</p> <p>16. Approved the issuance of new common shares for cash to sponsor the issuance of the overseas depository shares and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds) in private placement and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds).</p> <p>17. Approved the Convening of Annual General Shareholders’ Meeting for the year of 2025.</p>
May 9, 2025	Board Meeting (10th term 11th meeting)	<p>1. Approved the Consolidated Financial Report of Q1/2025.</p> <p>2. Approved the resignation of the managerial personnel.</p> <p>3. Approved an investment in energy project company.</p>
Jun 27, 2025	Board Meeting (10th term 12th meeting)	<p>1. Approved the ex-dividend date for distribution of cash dividend for the year of 2024.</p> <p>2. Approved the appointment of the managerial personnel.</p> <p>3. Approved the promotion of managerial personnel.</p> <p>4. Approved the job title adjustment of managerial personnel.</p>
Aug 8, 2025	Board Meeting (10th term 13th meeting)	<p>1. Approved the Consolidated Financial Report of Q2/2025.</p> <p>2. Approved the Company’s 2024 ESG Report.</p> <p>3. Approved the proposed formulation of the “Biodiversity and No Deforestation Policy”.</p> <p>4. Approved the proposal to apply an increase in credit line from financial institutions.</p> <p>5. Approved the proposal to apply for credit line for forward foreign exchange transactions in order to mitigate foreign exchange risk.</p>
Nov 7, 2025	Board Meeting (10th term 14th meeting)	<p>1. Approved the Consolidated Financial Report of Q3/2025.</p> <p>2. Approved the renaming of “Risk Management Committee” to the “Sustainability Development and Risk Management Committee”, and the proposed amendments to the “Sustainability Development and Risk Management Committee Charter”.</p> <p>3. Approved the “Managerial Compensation and Performance Evaluation Guidelines” of the Company.</p> <p>4. Approved the proposed amendments to the “Corporate Sustainable Development Practice Guidelines” and “Sustainability Information Management Procedure”.</p> <p>5. Approved the proposed amendments to the “Procedures for Handling Material Inside Information and Prevention of Insider Trading”.</p> <p>6. Approved the proposed amendments to the “Procedures for Acquisition or Disposal of Assets”.</p> <p>7. Approved the proposed amendment to the Company’s Internal Control System and Internal Audit System.</p> <p>8. Approved the internal audit plan for the year of 2026.</p>

Date	Type of Meeting	Major Conclusion
		9. Approved the retirement of the managerial personnel. 10. Approved the appointment of the managerial personnel.
Nov 14, 2025	Board Meeting (10th term 15th meeting)	1. Approved the proposed acquisition of the property.
Jan 9, 2026	Board Meeting (10th term 16th meeting)	1. Approved the proposal to participate in a factory auction.
Mar 11, 2026	Board Meeting (10th term 17th meeting)	1. Approved the business plan of year 2026. 2. Approved the Report of Business and the Financial Reports for the year 2025. 3. Approved the Earnings Distribution Plan for the year of 2025. 4. Approved the salary range for “base-level employees” of the Company for the year of 2026. 5. Approved the Company’s director and employee compensation distribution plan for the year of 2025. 6. Approved the proposed salary adjustment plan for managerial personnel for the year of 2026. 7. Approved the Internal Control System Effectiveness Assessment and to issue the Internal Control System Statement of the year 2025. 8. Approved the proposed amendments to the Company’s Internal Control System and Internal Audit System. 9. Approved the proposed amendments to the Company’s regulations governing the “Supervision and management of subsidiaries”. 10. Approved the proposal to change the appointed CPAs, including the evaluation of their independence and suitability, as well as the audit fees. 11. Approved the proposal to apply an increase in credit line from financial institutions. 12. Approved the proposal to apply for credit line for forward foreign exchange transactions in order to mitigate foreign exchange risk. 13. Approved the discontinuance of the “issuance of new common shares for cash to sponsor the issuance of the overseas depositary shares and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement and/or issuance of overseas or domestic convertible corporate bonds in private placement and/or issuance of overseas or domestic convertible corporate bonds” resolved by Annual General Shareholders’ Meeting of the year 2025. 14. Approved the issuance of new common shares for cash to sponsor the issuance of the overseas depositary shares and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds) in private placement and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds). 15. Approved the re-election of the Board of Directors. 16. Approved the waiver of the Non-competition Clause imposed on newly elected Directors. 17. Approved the Convening of Annual General Shareholders’ Meeting for the year of 2026.

(X) Different opinions from board or supervisor regarding major decision of board: None.

4. Information on the professional fees of the attesting CPAs

(1) The company shall disclose the amounts of the audit fees and non-audit fees paid to the attesting certified public accountants and to the accounting firm to which they belong and to any affiliated enterprises as well as the details of non-audit services

Unit: NT\$ K

Name of accounting firm	Name of CPAs	Period covered by the CPA audit	Audit Fees	Non-Audit Fees	Total Fees	Remarks
Deloitte & Touche LLP	Cheng-Chih Lin, Su-Li Fang	Jan 1 ~ Dec 31, 2025	12,090	972	13,062	Details of non-audit fees 1. Transfer Pricing report \$350 2. Audit and compensable fees \$352 3. Sales tax filing \$170 4. XBRL \$60 5. Audit for Payroll disclosure on MOPS \$40

(2) When the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: None.

(3) 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.

5. Information on Replacement of CPAs

(1) Former CPAs

Date of replacement	Mar 11, 2026		
Reason for replacement and explanation	In compliance with regulatory requirements on rotation.		
Describe whether the Company terminated or the CPAs terminated or did not accept the engagement	Status/Client	CPA	Consignor
	Terminated the engagement	Not Applicable	Not Applicable
	No longer accepted (discontinued) the engagement	Not Applicable	Not Applicable
If the CPAs issued an audit report expressing any opinion other than an unqualified opinion during the 2 most recent years, specify the opinion and the reasons	None		
Disagreement with the Company?	Yes	-	Accounting principle or practice
		-	Disclosure of financial statements
		-	Auditing scope or steps
		-	Other
	No	√	
	Note	-	
Other disclosures (Any matters required to be disclosed under sub-items d to g of Article 10.6.A)	None		

(2) Successor CPAs

Name of accounting firm	Deloitte & Touche
Names of CPAs	Ming-Yuan Chung, Su-Li Fang (note)
Date of engagement	Mar 11, 2026
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the company's financial report	None
Successor CPAs' written opinion regarding the matters of disagreement between the Company and the former CPAs	None

NOTE: In compliance with CPA firm regulatory rotation requirements, Ming-Yuan Chung and Su-Li Fang appointed as CPAs to replace Cheng-Chih Lin and Su-Li Fang.

(3) The company shall mail to the former certified public accountant a copy of the disclosures it is making pursuant to item A and to (c) of the here preceding item, and advise the accountant of the need to respond by mail within 10 days should the accountant disagree. The company shall disclose the content of the reply letter from the former certified public accountant: None.

6. Where the company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm, the name and position of the person, and the period during which the position was held, shall be disclosed. The term "affiliated enterprise of a certified public accountant's accounting firm" means one in which the certified public accountants at the accounting firm of the attesting certified public accountant hold more than 50 percent of the shares, or of which such accountants hold more than half of the directorships, or a company or institution listed as an affiliated enterprise in the external publications or printed materials of the accounting firm of the certified public accountant: None.

7. Any transfer of equity interests and/or pledge of or change in equity interests (during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report) by a director, supervisor, managerial officer, or shareholder with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report. Where the counterparty in any such transfer or pledge of equity interests is a related party, disclose the counterparty's name, its relationship between that party and the company as well as the company's directors, supervisors, managerial officers, and ten-percent shareholders, and the number of shares transferred or pledged:

(1) Changes in Shareholding of Directors, Supervisors, Managerial Officers, and Major Shareholders

Unit: Shares

Title	Name	2025		As of Mar 31, 2026	
		Net Change in Shareholding	Net Change in Shares Pledged	Net Change in Shareholding	Net Change in Shares Pledged
Chairman	D.K. Tsai	0	—	0	—
Director	Kingston Technology Corp. Investment Account Rep: Shigeo Koguchi, Daphne Wu	0	—	0	—
Director	Greatek Electronic Inc. Rep: Boris Hsieh	7,350,000	—	0	—
Director	Kioxia Semiconductors Taiwan Corp. Rep: Junichi Asada	0	—	0	—
Independent Director	Morgan Chang	0	—	0	—
Independent Director	Pei-Ing Lee	0	—	0	—
Independent Director	Ray Chen	0	—	0	—
Independent Director	Chao-Chin Tung	0	—	0	—
CEO	Boris Hsieh	0	—	0	—
Director & President	J.S. Leu	0	—	0	—
Manager	Paul Wu	0	—	0	—
Manager	Wilber Wu	0	—	0	—
Manager	Jim Lin	0	—	0	—
Manager	Perry Lin	0	—	0	—
Manager	Yohan Lin	0	—	(25,000)	—
Manager	Michael Hsu	0	—	0	—
Manager	Richard Hsu (Note 1)	0	—	0	—
Manager	Roger Lin (Note 1)	0	—	0	—
Manager	Nero Hsu (Note 2)	0	—	0	—
Manager	Victor Tung	0	—	0	—
Finance & Governance Manager	Huck Shen	0	—	0	—
Accounting Manager	Benson Hung	0	—	0	—
Former Manager	Vic Chen (Note 3)	0	—	—	—
Former Manager	Kevin Chiao (Note 3)	0	—	—	—
Former Manager	Y.C. Chen (Note 3)	0	—	—	—

Note 1: Mr. Richard Hsu and Mr. Roger Lin were promoted both since July 1, 2025. The number of shares they held were disclosed since the date of their promotion.

Note 2: Mr. Nero Hsu was promoted since February 1, 2026. The number of shares he held were disclosed since the date of his promotion.

Note 3: Mr. Vic Chen resigned on May 16, 2025; Mr. Kevin Chiao retired on January 5, 2026; Mr. Y.C. Chen retired on January 31, 2026. The number of shares they held were disclosed until the date of their resignation or retirement.

(2) Stock Transfer with Related Party: None.

(3) Stock Pledge with Related Party: None.

8. Information on Top 10 Shareholders of company shares who are spouses or within Second-degree Relative of Consanguinity to Each Other:

March 29, 2026

Name	Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Name and Relationship Between PTI's Top 10 Shareholders as Defined in the Statement of Financial Accounting Standards No. 6		Note
	Shareholding	%	Shareholding	%	Shareholding	%	Title (or Name)	Relationship	
Capital Tip Customized Taiwan Select High Dividend ETF	42,144,000	5.55%	—	—	—	—	None	—	—
Yuanta Taiwan Dividend Plus ETF	36,289,912	4.78%	—	—	—	—	None	—	—
Investment Account of Kingston Technology Corporation	29,875,000	3.94%	—	—	—	—	KTC-SUN Corp.	The CEO of that company and the rep. of that shareholder is the same person	—
Taipei Fubon Bank in custody for Fuh Hwa Taiwan Technology Dividend Highlight ETF	25,827,000	3.40%	—	—	—	—	None	—	—
Cathay Life Insurance Co., Ltd. Rep: Ming-Ho Hsiung	24,643,000 0	3.25% 0.00%	—	—	—	—	None	—	—
Labor Pension Fund	21,590,690	2.84%	—	—	—	—	None	—	—
Greatek Electronic Inc. Rep: Boris Hsieh	20,350,000 18,000	2.68% 0.00%	—	2,000	—	—	None	—	—
J.P.Morgan Securities plc	14,236,171	1.88%	—	—	—	—	None	—	—
KTC-SUN Corp. Rep: David Sun	13,765,362 0	1.81% 0.00%	—	—	—	—	Investment Account of Kingston Technology Company	The CEO of that company and the rep. of that shareholder is the same person	—
COOPERATIEVE RABOBANK U.A. - INTERNAL - UTRECHT BRANCH	10,923,000	1.44%	—	—	—	—	None	—	—

9. Shareholding Information Regarding the Same Invested Company of Company's Board of Directors, Committee Members, Managers, and Businesses That Are Directly or Indirectly Controlled by Company

Units: Shares; %

Invested Company (Note 1)	Investment by Powertech Technology Inc.		Investments directly or indirectly controlled by Directors, Committee members, managers, and company		Combined Investments	
	Shareholding	%	Shareholding	%	Shareholding	%
TeraPower Technology Inc.	73,385,830	49%	76,381,170	51.00%	149,767,000	100.00%
Powertech Holding (BVI) Inc.	50,000	100%	0	0%	50,000	100.00%
Greatek Electronics Inc.	244,064,379	42.91%	0	0%	244,064,379	42.91%
Powertech Technology (Singapore) Pte. Ltd.	69,000,000	100%	0	0%	69,000,000	100.00%
PTI Technology (Singapore) Pte. Ltd.	102,995	100%	0	0%	102,995	100.00%
Powertech Technology Japan Ltd.	(Note 2)	100%	0	0%	(Note 2)	100.00%
Get-Team Tech Corp.	—	—	7,796,498	97.46%	7,796,498	97.46%

Note 1: Investment using Equity Method Evaluation.

Note 2: No share issued.

III. Capital and Shares

1. Capital and Shares

(I) Sources of Capital

1. Capitalization

Month / Year	Issue Price Per Share (NT\$)	Authorized Share Capital		Capital Stock		Remark		
		Shares (thousand shares)	Amount (NT\$ thousands)	Shares (thousand shares)	Amount (NT\$ thousands)	Sources of Capital	Capital Increase by Assets Other than Cash	Others
5/1997	10	200,000	2,000,000	60,000.0	600,000	Company established, with paid-in Capital of NT\$ 600 million	None	None
4/1998	12	200,000	2,000,000	120,000.0	1,200,000	Cash Injection of NT\$ 600 million	None	Note1
5/1999	11	200,000	2,000,000	200,000.0	2,000,000	Cash Injection of NT\$ 800 million	None	Note2
8/2001	10	280,000	2,800,000	221,800.0	2,218,000	Surplus and Capital Reserve Capital Increase of NT\$ 218 million	None	Note3
9/2002	10	280,000	2,800,000	235,222.9	2,352,229	Capitalization of retained earnings of NT\$ 134.229 million	None	Note4
9/2002	11.5	280,000	2,800,000	246,312.9	2,463,129	Cash Injection of NT\$ 110.9 million	None	Note5
9/2003	10	280,000	2,800,000	261,250.0	2,612,500	Capitalization of retained earnings of NT\$ 149.371 million	None	Note6
9/2004	10	440,000	4,400,000	308,000.0	3,080,000	Capitalization of retained earnings of NT\$ 467.5 million	None	Note7
9/2004	43	440,000	4,400,000	338,000.0	3,380,000	Cash Injection of NT\$ 300 million,	None	Note8
6/2005	10	580,000	5,800,000	400,500.0	4,005,000	Capitalization of retained earnings of NT\$ 625 million	None	Note9
6/2006	10	580,000	5,800,000	471,000.0	4,710,000	Capitalization of retained earnings of NT\$ 705 million	None	Note10
6/2007	10	580,000	5,800,000	556,300.0	5,563,000	Capitalization of retained earnings of NT\$ 853 million	None	Note11
6/2008	10	750,000	7,500,000	630,800.0	6,308,000	Capitalization of retained earnings of NT\$ 745 million	None	Note12
7/2009	10	750,000	7,500,000	669,385.2	6,693,852	Capitalization of retained earnings of NT\$ 385.852 million	None	Note13
5/2010	60.6	750,000	7,500,000	704,236.7	7,042,367	Conversion into common shares by convertible bonds of NT\$ 348.515 million	None	Note14
9/2010	58.4	750,000	7,500,000	715,366.8	7,153,668	Conversion into common shares by convertible bonds of NT\$ 111.301 million	None	Note15
12/2010	58.4	750,000	7,500,000	726,496.9	7,264,969	Conversion into common shares by convertible bonds of NT\$ 111.301 million	None	Note16
8/2011	10	1,000,000	10,000,000	799,146.6	7,991,466	Capitalization of retained earnings of NT\$ 726.497 million	None	Note17
8/2012	10	1,000,000	10,000,000	779,146.6	7,791,466	Note Purchased of company's treasury stocks, with a capital reduction of NT\$ 200 million	None	Note18
4/2022	10	1,000,000	10,000,000	759,146.6	7,591,466	Note Purchased of company's treasury stocks, with a capital reduction of NT\$ 200 million	None	Note19

Note1: 2/17/1998 MOF (1) No. 18910

Note2: 3/2/1999 MOF (1) No. 22357

Note3: 6/21/2001 MOF (1) No.139798

Note4: 7/10/2002 MOF (1) No.0910137911

Note5: 7/10/2002 MOF (1) No.0910137913

Note6: 7/8/2003 MOF (1) No.0920130303

Note7: 6/25/2004 MOF (1) No.0930128233

Note8: 7/6/2004 SEC (1) No. 0930128234

Note9: 6/24/2005 FSC (1) No. 0940125391

Note10: 6/27/2006 FSC (1) No.0950126720

Note11: 6/28/2007 FSC (1) No.0960032903

Note12: 6/25/2008 FSC (1) No.0970031487

Note13: 7/2/2009 FSC (1) No.0980032960

Note14: 5/5/2010 YST No.09901091340

Note15: 9/21/2010 YST No.09901214270

Note16: 12/31/2010 YST No.09901291530

Note17: 8/31/2011 YST No.10001183300

Note18: 8/27/2012 YST No.10101177670

Note19: 4/15/2022 YST No.10101177670

2.Capital and Shares

Unit: Shares

Type of Stock	Authorized Share Capital			Note
	Shares Outstanding	Unissued Shares	Total	
Common Stock	759,146,634	240,853,366	1,000,000,000	TWSE Listed

3.Total reporting and filing related information: Not applicable

(II) Major Shareholders

March 29, 2026

Name of Shareholders	Shareholding	Total Shares Owned	Ownership (%)
Capital Tip Customized Taiwan Select High Dividend ETF		42,144,000	5.55%
Yuanta Taiwan Dividend Plus ETF		36,289,912	4.78%
Investment Account of Kingston Technology Corporation		29,875,000	3.94%
Taipei Fubon Bank in custody for Fuh Hwa Taiwan Technology Dividend Highlight ETF		25,827,000	3.40%
Cathay Life Insurance Co., Ltd.		24,643,000	3.25%
Labor Pension Fund		21,590,690	2.84%
Greatek Electronic Inc.		20,350,000	2.68%
J.P.Morgan Securities plc		14,236,171	1.88%
KTC-SUN Corp.		13,765,362	1.81%
COOPERATIEVE RABOBANK U.A. - INTERNAL - UTRECHT BRANCH		10,923,000	1.44%

(III) Company's Dividend Policy and Implementation Status

1. Stock Dividend Policy:

Powertech Technology Inc. belongs to a capital intense industry. Thus, the stock dividend payout policy must consider the factors such as company's current and future investment environment, capital needs, market competition, and capital expenditures, etc. Under the consideration of balancing shareholders' & committee members' benefits, dividends paid, and the long term financial planning of the company, the payment of dividends will be in the form of cash and/or stock with cash dividends greater than 20% of total amount of dividends being distributed.

2. The dividend distribution status:

(1) The payout ratios were about 50% (about 80% in cash and 20% in stocks) during year of 2003 to 2010.

(2) The payout ratios were increased to about 60% after year 2011 and going forward. In year 2013, NT\$2 cash dividends were paid from capital reserved with net loss from legislative settlements.

(3) Powertech Technology Inc. proposed to pay \$4.50 cash in per share which was about 62% of 2025 profit earning.

3. 2025 dividend distribution status:

PTI proposed to pay NT\$3,416,159,853 (NT\$4.5 per share) in cash from 2025 earnings Actual distribution subject to shareholders' approval.

(IV) The impact of the proposed stock grants at this shareholders' meeting on the Company's operating performance and earnings per share:

There is no stock grant proposals for the earnings distribution for 2025.

(V) Employee Profit Sharing and Directors' & committee members' compensation

1. The Company's Article of Incorporation states information regarding the amount and scope of employee profit sharing and Directors' & committee members' compensation.

The principal of distribution from the Company's annual net income are:

The Company's pre-tax profits, prior to deduction of compensation to distribute to employees and directors in a given fiscal year, shall be distributed to employees as compensation 5%~7.5% and directors as compensation no higher than 1.5% of such fiscal year's profits. In the event that the Company has accumulated losses (including adjustment of undistributed earnings), the Company shall reserve an amount to offset accumulated losses.

The employees' compensation mentioned above shall be distributed in the form of cash dividends or stock dividends. No less than 60% of the total annual employees' compensation amount should be allocated to staff employees. The compensation for directors shall be distributed only in the form of cash. Independent Directors shall be paid a fixed monthly remuneration and shall not participate in annual profit distributions.

2. This period's basis of estimating the employee profit sharing and Directors' & committee members' compensation distribution of stock grants' share calculation basis and the accounting handling of the actual distributed amount being different from estimated amount.

The basis for estimating the employee profit sharing and Directors' & committee members' compensation was based on the annual net income. If the actual resolution for distribution by the shareholders' meeting is different from the estimated amount, then it will be viewed as changes in estimation and accounted into annual profit or losses of the distribution year.

3. The board meeting on Mar 11, 2026 approved the 2025 distribution of employee profit sharing and directors' compensation proposal and details in below:

(1) 5.79% of operating income before tax for employees' profit sharing (NT\$ 373,677,867) and 1.16% of operating income before tax for directors' compensation

(NT\$ 74,735,573) distributed in cash and no discrepancy with estimation made in 2025.

(2) The ratio of employees' profit sharing distributed in stock: Not Applicable.

4. Actual distribution of previous year employees profit sharing and directors' compensation:

	Amount (NT\$)
Employee profit sharing — in cash	\$ 458,230,949
Directors' compensation — in cash	91,646,190
Total	\$ 549,877,139

No discrepancy with board approval.

(VI) Buyback of Common Stock: None.

2. Issuance of Corporate Bonds: None.

3. Issuance of Preferred Shares: None.

4. Issuance of Global Depositary Receipts:

Since 2006, part of PTI's issued common stock have been trading on the Luxemburg Stock Exchange in the form of GDRs. One GDR unit represents 2 shares of PTI's common stock. However, on November 8, 2024, the board of directors of PTI resolved to cease the trading of the common stock on the Luxemburg Stock Exchange in the form of GDRs, and the GDRs have been delisted on December 16, 2024. As of December 16, 2024, there were 22 outstanding units in circulation. Prior to June 15, 2025, the aforementioned GDR holders may still request redemption from the depositary institution. As of December 31, 2024, there was no outstanding units in circulation.

5. Status of Employee Stock Option Plans and Employee Restricted Stocks: None.

6. Status of New Share Issuance in Connection with Merger and Acquisitions: None.

7. Financing Plans and Implementation

As of Mar 31, 2026, there are no situation of incomplete previous issuances and private placement of securities or complete plans whose benefits are not realized.

IV. Operational Highlights

I. Business Activities

(I) Business Scope

1. Main Business Scope:

- (1) CC01080 Electronic Parts and Components Manufacturing
- (2) CC01101 Electronic Parts and Components Manufacturing
- (3) CC01110 Computers and Computing Peripheral Equipment Manufacturing
- (4) CC01120 Data Storage Media Manufacturing and Duplicating
- (5) CC01990 Electrical Machinery, Supplies Manufacturing
- (6) F119010 Wholesale of Electronic Materials
- (7) F219010 Retail Sale of Electronic Materials
- (8) H201010 Investment
- (9) I301010 Software Design Services
- (10) I501010 Product Designing
- (11) JE01010 Rental and Leasing Business

2. Revenue Proportion :

Established in May 1997, the Company's primarily provides Integrated Circuit (IC) packaging and testing services. Revenue proportion as of 2025 was followed :

Unit : NT\$ K

Items	Net Revenue 2025	Revenue Proportion
Packaging Service	46,273,182	61.76%
Testing Service	10,454,821	13.95%
Module Service	8,066,923	10.77%
Wafer Level Packaging	3,926,687	5.24%
Wafer Level Testing	6,183,959	8.25%
Others	23,748	0.03%
Total	74,929,320	100.00%

3. Current Product/Services :

- (1) High Pin-count Thin Small Outline Package (TSOP) packaging and testing services
- (2) Quad Flat No-leads (QFN) Packaging Services
- (3) Multi-Chip Packaging (MCP, S-MCP) Packaging and Testing Services
- (4) Ball Grid Array (wBGA, FBGA) IC packaging and testing services
- (5) Secured Digital Memory Card (SD, microSD) · USB packaging and testing services
- (6) Solid State Drive(SSD) · Embedded Memory (eMMC, eMCP, UFS) packaging and testing services
- (7) DRAM Chip-Stacking packaging and testing services
- (8) Mobile memory packaging and testing services
- (9) Wafer testing services
- (10) Wafer bumping packaging services
- (11) System-in-Package (SiP) packaging services
- (12) Redistribution Layer (RDL) services
- (13) Wafer Level Chip Scale Package (WLCSP) packaging services
- (14) Package on Package / Package in Package (PoP, PiP) packaging and testing services

- (15) Application of new processes and materials such as Cu core solder ball for Package on Package applications.
- (16) CMOS Image Sensor (CIS) packaging and testing services
- (17) Flip-Chip Packaging Services
- (18) Large-size (>100mm x 100mm) FCBGA.
- (19) Customization of CPO (SiPh chip + SoC) on FCBGA packaging
- (20) High heat dissipation metal conductive adhesive applied to large-size FCBGA and FCLGA.
- (21) FOPLP method based on RDL with ultra-fine line and pitch was successfully developed to supply high-density heterogeneous IC packaged products for high-speed network and server applications.
- (22) Cu Pillar Bump Flip Chip packaging.
- (23) EMI shield packaging.
- (24) Panel level Fan-Out packaging and testing.
- (25) Module and System packaging.
- (26) High-speed Storage Class Memory (SCM) testing services and hardware development.
- (27) Automotive power module testing.
- (28) PCIe interface testing
- (29) High Density SSD up to 122TB: SFF / EDSFF

4. Product/Service in Development :

- (1) Large-size (>70mm x 70mm) MCM FCBGA (logic + memory), applied to automotive.
- (2) Application of advanced node wafers to automotive packaging and assembly.
- (3) BT and ABF substrate applied to FCBGA such as AI, HP and automotive.
- (4) Pillars in Fan-Out (PiFO®) with embedded bridge Fan-out on Substrate to meet the demands of Server, Data Center, CPO
- (5) Fan-out embeds small chips to integrate logic chips or system-on-chip (SoC) and high-bandwidth memory to meet the application of cloud artificial intelligence (Cloud AI) and edge computing (Edge Computing)
- (6) Chip Last Fan-out architecture based on combination of Flip-Chip Package and Redistribution Layer (RDL) technology.
- (7) Pillars in Fan-Out (PiFO®) process for smart phone, wearable device and other consumer product applications.
- (8) Application of Through Silicon Via (TSV) technology to the packaging of high-frequency, high-capacity memory used in AI and other products.
- (9) FOPLP stacked packaging that combines 8 NAND memory IC with Controller to meet the requirements for ultra-thin, high-density, and high-speed mobile communication applications.
- (10) High heat dissipation memory IC module technology combining NAND memory with micro-controller chip for ultra-thin, high capacity, high heat dissipation and high-performance cloud storage applications.
- (11) High Bandwidth Memory (HBM) stacked IC incorporating TSV and microBump technologies, as well as Chip Fan-out Stack packaging to provide high bandwidth, high memory density, high-performance computing, and high-speed Internet connection applications.
- (12) 8 NAND Flash memory IC was combined with 8 LPDRAM memory IC, micro-controllers, and 6 stacked IC with silicon dielectric layer to provide high-density, high-performance, and ultra-thin packaging for mobile communication applications.

- (13) 3D-FOPoP structure to supply package solutions for high-density, high electrical performance, as well as size shrinkage.
- (14) Ultra-small and ultra-large IC (CIS CSP) packaging to satisfy the requirements of different applications.
- (15) Application of Via middle TSV DRAM FCCSP replace traditional W/B BGA for Data center.
- (16) Application of Via middle TSV technical for Optical Engine's CPO application.
- (17) Development of high-speed 3D-NAND testing services and hardware development.
- (18) Development of Tester IO board hardware.
- (19) Development of High pin count O/S tester.
- (20) Testing and development of HBM.
- (21) Testing and development of Chip-on-Wafer-on-Substrate.
- (22) Testing and development of CIS

(II) Industry Summary

1. Industry Overview and Developments

2025 marked a pivotal year for the global semiconductor industry due to the shift in focus from "vision" to "real revenue."

(1) The development of AI infrastructure:

2025 saw growth driven by the expansion of data centers by cloud service providers (CSPs). The demand for AI accelerators and high-performance computing (HPC) chips continued to rise as well. These translated directly into high utilization rates of Taiwan's foundry and advanced packaging capacity.

(2) Inventory structure fully optimized:

After inventory reduction in 2024, consumer electronics (such as AI PCs and AI phones) saw moderate growth in 2025 but the overall output value still rebounded significantly due to the increase in the average selling price (ASP) of chips.

(3) Diversified supply chain layout:

Taiwanese companies were successful in advancing the low-rate initial production and verification of overseas production capacity (e.g. Japan, the United States, and Germany) in 2025. The strengthening of supply chain resilience helped counter uncertainty caused by geopolitics.

According to the IMF's report, the global economic growth rate in 2025 is 3.3%.

Looking forward to 2026, the global economy is likely to show a moderate recovery, but still faces uncertainties such as inflation, geopolitical risks, and increased U.S. tariffs. According to the IMF's report, the global economic growth rate in 2026 is expected to be similar to that of 2025, remaining at 3.3%.

As far as the semiconductor industry is concerned, the semiconductor market is expected to return to a growth path as inventories are depleted and demand for AI applications increases. According to the World Semiconductor Trade Statistics (WSTS), the market will reach US\$772 billion in 2025, a 22.5% increase from 2024. In 2026, the market is expected to continue its growth trend, with the WSTS estimating that the market size will reach US\$975 billion, an annual growth rate of 26.3%.

Industrial Economics and Knowledge (IEK) expected that the revenue of Taiwan's IC industry will reach NT\$6,522.5 billion in 2025, a 22.7% growth from 2024. Among them, the revenue of IC design industry will be NT\$1.4245 trillion, a 12.0% growth from 2024; the revenue of IC manufacturing industry will be NT\$4.3869 trillion, a 28.3% growth from 2024; the revenue of foundry industry will be

NT\$4.1693 trillion, a 28.5% growth from 2024; the revenue of memory and other manufacturing industry will be NT\$217.6 billion, a 23.8% growth from 2024; the IC packaging industry amounted to NT\$482.5 billion, a 14.0% growth from 2024; and the IC testing industry amounted to NT\$228.6 billion, a 14.2% growth from 2024. The exchange rate of NTD to USD is calculated at 32.1.

The semiconductor industry will continue to grow in the long-term however. Semiconductors have a wide range of applications including smart phones, computers, cloud servers, AI, AR/VR, 5G, electric and self-driving vehicles, IoT, and e-healthcare. New applications are constantly being developed.

2022-2026 Taiwan IC Industry Value

Unit : NT \$billions

In NTD M	2022	YoY	2023	YoY	2024	YoY	2025	YoY	2026(e)	YoY
IC Industry value	4,837.0	18.5%	4,342.8	-10.2%	5,315.1	22.4%	6,522.5	22.7%	7,715.0	18.3%
IC Design	1,232.0	1.4%	1,096.5	-11.0%	1,272.1	16.0%	1,424.5	12.0%	1,521.4	6.8%
IC Manufacturing	2,920.3	31.0%	2,662.6	-8.8%	3,419.5	28.4%	4,386.9	28.3%	5,433.9	23.9%
Wafer Foundries	2,684.7	38.3%	2,492.5	-7.2%	3,243.8	30.1%	4,169.3	28.5%	5,131.7	23.1%
Memory & Other	235.6	-18.2%	170.1	-27.8%	175.7	3.3%	217.6	23.8%	302.2	38.9%
IC Packaging	466.0	7.0%	393.1	-15.6%	423.3	7.7%	482.5	14.0%	516.3	7.0%
IC Testing	218.7	7.7%	190.6	-12.8%	200.2	5.0%	228.6	14.2%	243.4	6.5%
IC Product Value	1467.6	-2.3%	1,266.6	-10.2%	1,447.8	14.3%	1,642.1	13.4%	1,823.6	11.1%

Source : Industrial Technology Research Institute

Taiwan Semiconductor Revenue by Sector



資料來源：工研院產科國際所

2. Industry Supply Chain

Sectors in IC industry can be categorized according to position in production process, including IC Design at the upstream, IC Manufacturing & Foundries at the mid-stream and IC Assembly & Testing sector at the downstream.

(1) Upstream IC Design:

IC Design Sector includes companies designing IC products. The sector is knowledge-intensive with high entrance barrier and return on investment. Its main business scope includes designing and sales of own products or customized design for customers.

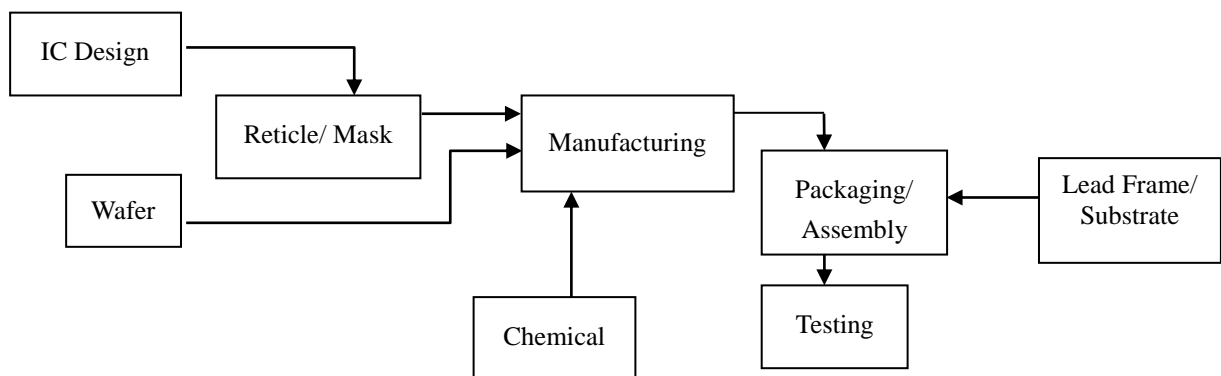
(2) Mid-stream IC Manufacturing:

Include IC manufacturing sector and related chemical suppliers. Its main business scope involves manufacturing wafer with precision tools according to in IC circuits designed in house or specified by customers. This sector is capital and technology intensive with high entrance barrier

(3) Downstream Assembly and Testing:

Outsource Assembly and Testing (OSAT) sector provides cutting, packaging, assembly and testing service to manufactured IC wafer for final product application.

IC Industry Supply Chain as illustrated below



In recent years' scope of IC manufacturing as well as assembly and testing continues overlap due to increasing market demand for larger quantity and higher quality IC. In addition to higher performance and smaller profile, IC is also required to satisfy demands for integrated functions. As a result, some wafer foundries begin to develop products and services that extends into scope of IC packaging and assembly. Majority of wafer foundries choose to work closely with cooperating assembly and testing service providers. Integrated Design and Manufacturers (IDM) also collaborate with OSAT service providers in designing and developing product solutions.

(III) Trend of Product Development and Competition

(1) Trend of Product Development

Trends in semiconductor development include multi-function, enhanced performance, energy-efficiency, thermal dissipation, and a high level of integration. These are spurring the push towards advanced packaging technologies such as System in Package (SiP) and Heterogeneous Integration. New types of advanced packaging technologies such as Panel Fan-out, TSV, Embedded Package, Thin Wafer, Chip Stacking, Fine Pitch Flipchip, High Density Encapsulation, Antenna in Package (AiP), High Density SMT, as well as the integration of System Assembly and Testing technologies will be the next critical juncture for the semiconductor industry in the post-Moore's Law age.

Future products will inevitably require the integration of different advanced packaging and testing technologies. PTI has for many years focused on continuous R&D of technologies to meet the needs of new product types. Having a detailed of the latest product trends means PTI can launch technologies essential to the market at the optimum point in time.

The semiconductor industry is set for several years of continued growth. PTI will continue to develop innovative packaging and testing technologies to maintain our technological leadership in the global OSAT sector. At the same time, quality and production yields will be emphasized to provide the market and the industry with the different technologies required in each field. We aim to provide customers with the most competitive services in pursuit of joint growth.

(2) State of Competition :

A comprehensive back-end packaging and testing capability means that PTI is more than capable of providing semiconductor customers with everything from Bumping, Wafer Sort, WLCSP, Wire Bond Package, Flip-chip Package, System in Package, Panel Fan-out, 3DIC TSV, System Assembly, to Final Test services.

Once the wafer emerges from the foundry, PTI can provide customers with a one-stop shop for all semiconductor back-end services instead of having to line up different production sites and schedules. The comprehensive semiconductor back-end services offered by PTI encompasses conventional product packaging & testing as well as mass production based on the latest technologies. These are some of the reasons why PTI is so competitive in the semiconductor back-end sector.

In addition, other PTI advantage include technical sophistication, short production cycle, high production yields, and low production costs. PTI is willing to share our strength with the customers. For more than two decades, we have made customers our top priority and shared our strengths with our customers so that we can grow together.

In the future, as the demand for advanced packaging technologies continues to grow, PTI will not only maintain our leadership in memory packaging and testing but also see large, sustained growth in our logic and SiP business. PTI is now a world-leader in total semiconductor packaging and testing services.

Revenue Annual Growth 2020-2025 of Taiwan OSAT Companies Ranking Among Global Top 10

Unit : NT million

Company/ Revenue	2020	YoY	2021	YoY	2022	YoY	2023	YoY	2024	YoY	2025
ASE Holding	476,979	19.5%	569,997	17.7%	670,872	-13.26%	581,914	2.32%	595,410	8.39%	645,388
Powertech	76,181	9.99%	83,794	0.16%	83,927	-16.07%	70,441	4.08%	73,315	2.20%	74,929
KYEC	28,959	16.58%	33,759	-17.26%	27,932	-10.21%	33,025	-18.68%	26,856	30.08%	34,933
Chipbond	22,275	21.58%	27,082	-11.34%	24,010	-16.47%	20,056	1.40%	20,337	5.49%	21,454
ChipMOS	23,011	19.07%	27,400	-14.17%	23,517	-9.19%	21,356	6.27%	22,696	5.45%	23,933

Source : Market Observation Post System/ Relevant Financial Statements Organized by PTI

(3) Summary of Technological Research & Development

1. R&D Cost

Latest Annual R&D expenditure as followed

Unit : NT thousands

Item \ Year	2025
R&D Expenditure	2,807,250

2. Successfully developed technology or product :

(1) Packaging Solution Achievements:

- A. The method for using RDL first (chip last) for substrate and Fan-Out Panel Level Package (FOPLP) was successfully applied to the development of automotive SiP with embedded passive components and has now been fully validated by the customer.
- B. FOPLP method based on RDL with Line/Space 3/3um RDL was successfully developed, validated and applied to high-performance computing IC.
- C. Utilize the redistribution capability of thin line width of Chips Integration Embedded Fan-out Solution (CHIEFS®) to minimize the size and layer of Substrate and form a Chip First Fan-out on Substrate with size and cost competitiveness
- D. SoC and High Bandwidth Memory HBM were successfully integrated through chip middle process for FOPLP. The technology can be used to meet the data processing and low-latency data transmission requirements of HPC/AI.
- E. LED and control IC were successfully integrated through chip middle process for FOPLP. Applications include AR/VR devices used in entertainment, healthcare, and education.
- F. The Chip Middle FOPoP architecture combines fan-out packaging with Through Silicon Via - Wafer-level CSP (TSV-WLCSP) to meet the requirements of wearable device applications.
- G. FOPLP method based on RDL with ultra-fine line/space was successfully developed, validated and applied to high-performance computing IC.
- H. G. Wafer reconstruction technology can integrate two or more types of IC with different functionalities into a single wafer with TSV-WLCSP. The advantages of small multi-IC modules match the demand for lightweight, thinness, compact size, high transmission rate and lower power consumption in consumer electronic products.
- I. High-density High Bandwidth Memory (HBM) made using TSV and high-precision die stacking processes.
- J. Successful development of TSV CIS CSP process for the mobile device, healthcare, security surveillance and automotive segments.
- K. Successful development of large-size for multi-chips FCBGA (SoC + chiplets) and AI server application.
- L. Successful development of embedded H/S FCCSP and applied to microcontroller and TV chip packaging
- M. Successful development of FCLGA and applied to AI, HPC and automotive.
- N. Successful development of FCCSP products for 5G AP, Modem and RF-related applications.
- O. Successful development of HS-FBGA products for TV Chip and RF-related applications.
- P. Successful development of Wi-Fi-related Hybrid (DB, WB + FC) products.
- Q. Successful development of H/S FCBGA and applied to SOC and MCU for automotive.
- R. Successful development of application of new processes and materials such as Cu core solder ball for Package on Package applications.
- S. Successful development of CIS system-level packaging on substrate.
- T. Successful development of FCBGA products for automotive IC.
- U. Successful development of FCCSP products for high-speed data transfer controller IC (PCIE).
- V. Successful development of FCBGA products for optical network controller IC (OTN).
- W. Successful development of metallic conductive adhesive with high thermal conductivity for use in large-size FCBGA and FCLGA.
- X. Successful development of Package-on-Package utilizing new processes and materials such as copper-core solder balls.
- Y. Successful development of 16 NAND die stacking + 2 Interface Chi for high-capacity SSD products.

- Z. Successful development of 8xDRAM + 8xNAND+Controller uMCP Hybrid (WB+FC) product for high-speed, high-capacity mobile communication products.
- AA. Successful development of Antenna in Package (AiP) technology. A Radio Frequency (RF) laboratory was also set up to help customers accelerate the development and validation of their 5G high-frequency packaged products.
- BB. Successful development of via middle TSV DRAM FCCSP replace traditional W/B BGA for Data center application.
- CC. Successful development of via middle TSV technical for Optical Engine's CPO application.

(2) Testing Solution Achievements:

- A. Testing services for WiFi 6E and BTC.
- B. PCIe Gen4 system-level testing services and hardware development.
- C. Testing and hardware development for High Density 3D-AND.
- D. Testing and development of related hardware for Teradyne IP750 CIS.
- E. Development of high-speed test board for Advantest T5503HS.
- F. Development of thin package COK.
- G. Development of BI testing solutions and hardware for system-level IC.
- H. Development of anti-adhesion memory test jigs.
- I. Development of large-size packaging and testing.
- J. Development of large-size packaging machines.
- K. Development of UFS 4.0 automotive products and hardware.
- L. Development of AR / VR related application of testing and hardware.
- M. Development of high pin count O/S tester.

(IV) Long-term and Short-term Business Strategy

Our Short-term and Long-term strategic business planning in management, production, sales & marketing and research & Development are outlined below

1. Short-term business planning

(1) Developing new processes and technologies

Technological leadership is one of PTI's key business strategies. With the rise of AI, the diversification of semiconductor product applications, and the differentiated demand for packaging technology across different products, PTI will continue to develop new processes and technologies aimed at meeting the advanced packaging solution needs of the industry. An example of this is Through-Silicon Via technology applied to HBM products, which support the memory module with high-speed and high-bandwidth. Meanwhile, Panel Level Fan Out packaging applied to HPC/ AR/ AI/ IoT autonomous vehicle will realize the Heterogeneous Integration. And this will help to achieve the high-speed and high-bandwidth requirements of semiconductor chips and the demand for large-size packages in ASIC.

(2) Continuously expanding manufacturing capabilities, enhancing customer service, and optimizing production

We will continue to expand our manufacturing capabilities and scope. By leveraging our flexible and rapid capacity adjustment capabilities, we will provide customers with more competitive production support and comprehensive solutions, thereby further strengthening customer loyalty and the depth of our services.

(3) Continue to provide integrated Turn-Key services

Due to consideration in cost, up-stream wafer foundries continues to outsource IC assembly, packaging and testing to specialized assembly and testing facilities (OSAT). We are among the few companies capable of providing complete assembly, packaging and testing services in the country. In order to increase our competitive advantage in providing customer with more options and better service, we will continue to offer integrated Turn-Key services.

2. Long-Term Business Planning

(1) Strengthen long-term partnership with customer and supplier

Through emphasizing long-term collaboration with up-stream and down-stream partners, we aim to become the trusted OSAT service provider providing our customer reliable quality and service. Through stable quality, flexible service, and continuous advancement in packaging technology, we build long-term foundations of mutual trust with our customer and grow together.

(2) Emphasis on long-term cooperation with suppliers

Suppliers are an extension of PTI's production capabilities. Our suppliers for semiconductor equipment and materials have been crucial to the growth of PTI over the years. Looking ahead, PTI will continue to deepen partnership with our suppliers based on mutual benefit, trust, and prosperity, constructing a robust and resilient supply chain system.

(3) Driving digital and intelligent transformation

Digitization efforts based on AI/Big data will continue. RPA (process robots) will be introduced to process large quantities of repetitive missions in order to save manpower and improve productivity. Operating reports provided by BI (Business Intelligence) can provide feedback on improvements to routine business processes. By leveraging EDA (Engineering Data Analysis) for real-time project monitoring and rapid issue analysis, we have significantly enhanced the quality of our decision-making. Through the continuous strengthening of our digital and intelligent capabilities, PTI aims to further improve product yields, optimize manufacturing processes, and elevate overall production efficiency and market competitiveness.

(4) Continue to develop next-generation packaging and testing technologies

PTI has always been on the cutting-edge of the industry in developing advanced packaging technologies that our customers need. The establishment of the packaging and testing R&D center in 2006 saw PTI become the industry leader in innovative R&D of new technology patents. The new technologies are then introduced into mass product at a suitable time and place. In the future, technology will continue to serve as the foundation for sustained innovation. PTI will therefore continue to focus on the development of innovative technologies as well.

(5) Continuously increasing the revenue contribution of high-end products and advanced packaging and testing

PTI is committed to optimizing its product portfolio by actively increasing the revenue share of high-value-added products and advanced packaging and testing services. Furthermore, we aim to expand the scale of cooperation with key customers to strengthen our competitiveness position, diversify operational risks, and enhance overall profitability.

II. Market and Product Sales Outlook

(I) Market Analysis

1. Primary area of product/service sales/provision

PTI primary business scope includes providing IC outsourced assembly and testing (OSAT) services in overseas as well as domestic market. As of 2025 revenue from domestic sales account for 41.01% of overall revenue while that of overseas markets account for 58.99%. PTI principle markets are located in Japan, Singapore, and North America.

Unit : NT\$ Thousands

Market	Year	2024		2025	
			%		%
Domestic		14,072,499	19.19%	30,729,287	41.01
Export		59,242,543	80.81%	44,200,033	58.99
Japan		22,691,850		20,693,320	
Singapore		18,360,461		2,763,950	
North America		13,269,647		13,445,864	
Europe		1,718,756		3,236,847	

China and Hong Kong	1,571,006		2,420,191	
Others	1,630,823		1,639,861	
Total	73,315,042	100.00	74,929,320	100.00

2. Market Share:

In the second quarter of 2025, the semiconductor market is expected to return to a growth trajectory with the de-stocking of inventories and an increase in demand from emerging applications, and the packaging and testing industry will also benefit from this trend. It is the Company's strategic policy to maintain stable operations by continuing to improve various product technologies and manufacturing capabilities in the hope of accelerating growth and increasing market share when the economy reverses. The market shares of PTI among the world's major professional packaging and testing OEMs can continue to rise. In 2026, PTI expects its market share among the world's major professional packaging and testing foundries to continue to increase, and the Company will continue to grow at a steady pace under the strategy of steady operation and continuous growth.

3. Market Supply and Demand Outlook and Growth Potential

In terms of the outlook for 2026, Internet Data Center(IDC) forecast indicated that the global semiconductor may grow up by 11% in 2026, while the packaging and testing industry is expected to grow by 11%. The semiconductor industry will continue to grow in the long-term.

4. Competitive Advantages

PTI have grown to become one of the major OSAT service providers, delivering high quality, dedicated service and advanced technology for our customers. We continue to collaborate closely and maintain solid relations with our customers. Our competitive advantages are as followed.

(1) Solid Strategic Allies and Globalization

The IC OSAT sector is characterized by high level of collaboration with upstream wafer foundries. Consequently, profitability of assembly, packaging and testing service providers relies on solid relationship with customers. In the meantime, IC manufactures also chose long-term partnership with assembly, packaging and testing service providers due to confidentiality in product technology, product quality and production process. Such strategic alliance with concrete relationship of collaboration is beneficial for long-term development of the company.

(2) Turn-key Service

In response to rapid decline in IC sales prices, we offer Turn-key Service to our customers, including both assembly and packaging, as well as testing in order to reducing cost and risk in shipping process.

(3) FOPLP Technology Leader

PTI possesses the most mature production line for Fan-Out Panel Level Packaging (FOPLP) technology in the world. A larger packaging area and lower cost compared to Fan-Out Wafer-level Packaging (FOWLP) offers a critical pathway to more affordable AI chips.

(4) Outstanding capability in development and production

PTI have been committed in developing new technologies while investing heavily in technological research and production process improvement. We have been proudly awarded many domestic and international patents, as well as technology license from multiple major international manufacturers, establishing our solid competitive edge within the industry.

(5) Investment in high precision automated equipment

In response to development of IC product towards increasingly higher performance, pin-count and density we continue to invest in high precision automated equipment from well-known Japanese and US vendors in order to satisfy customer needs and continuously improve our quality of service.

(6) Online automated customer service system

Our online automated customer service systems enable customer to track closely product status, production progress, and any potential problems. This facilitates swift problem resolution and product improvement while increasing added value for customer.

5. Supporting and Hindering Factors and Responding Strategy

(1) Supporting Factors :

【Industry Background】

① Competitive Advantage of Taiwanese Semiconductor Industry

Taiwan semiconductor industry encompasses a complete semiconductor industry structure from upstream IC Design and wafer foundries to downstream OSAT service providers. This vertically integrated chain of supply, consistent with industry development, contributes to establish the strong competitive position of Taiwanese semiconductor sector in the global market. Booming IC industry facilitated by rapid global development in electronics, information technology, communication technology, consumer electronics, optoelectronic industry, Artificial Intelligence (AI) and Internet of Things (IoT) will continue to support stable growth in OSAT sector.

② OSAT Sector Benefitting from Major Integrated Device Manufacturer (IDM) Outsourcing Trend.

Due to high capital investment of advanced production process, global IDM manufacturers continue to increase its outsourcing of wafer manufacturing, assembly, packaging and testing to Asia region with lower production cost. Taiwan, with its complete industry structure and dynamic vertical supply chain, is the most preferential outsourcing choice for international IDM manufacturers and IC Design Companies. Taiwanese OSAT sector also benefits from OEM orders.

【Competitive Niche】

① Strong Managing Team and Solid Strategic Alliance

Our major share-holders include well-known companies such as Kingston Group and Taiwan Toshiba Semiconductor, facilitating solid reputation and stable customer base. As our revenue continues to grow, support from our shareholders also ensures sufficient capital supply for our future operation and development. Furthermore, our management team is equipped with comprehensive working experience within the semiconductor sector and capability of making appropriate decisions according to market trend.

② Continued Development and Innovation

In response to rapid changes in semiconductor market, PTI is dedicated to technological development. In addition to developing new products, we continue to introduce new technologies through collaboration with our strategic partners. Our research and development team is equipped with capability in independent designing and developing testing software and hardware programs. In addition to continually developing testing program and improving testing equipment in areas of IC testing, we also continue to develop cutting edge technologies and services in respond to future mainstream IC market demand. Our business scope has extended into logic market from assembly, packaging and testing of memory products. Building on our leading advantage in assembly, packaging and testing for both memory and logic IC, PTI continues to expand its scope into 3D IC. In assembly and Packaging we have completed development in IC Chip-Stacking technology, Field Programmable Gate Array (FPGA) and Fan-Out Packaging technology, and have been rewarded many patents. We will also continue our effort in refining in material and production process.

③ Turn-key Service and Flexible Capacity

We able to provide our customer integrated turn-key service of IC assembly, packaging, testing and packing service in a single order, effectively reducing shipping time and cost. In addition, we are able to respond quickly to market and customer demand and swiftly expand and adjust our capacity accordingly through timely investment in advance equipment, providing our customer with most competitive solutions.

(2)Hindering Factor and Responding strategy

① Fluctuation in IC Industry in Connection with Economic Climate

Strategic Response :

A. Product Diversification

In addition to continually strengthening our memory assembly, packaging and testing quality and technology, also contributed immensely to expansion into Logic market. Our production technologies such as copper pillar bump, Re-distribution Layer (RDL), Wafer Level CSP, Flip Chip, MEMS and system-level packaging continues to achieve customer qualification. Through product diversification we are able to mitigate risk of economic cycle as well as provide our customer greater range of assembly, packaging and testing services

B.Strengthening Collaboration with Customers

Establish long-term partnership with existing customers and actively developing new customers to achieve stable and sufficient level of capacity utilization.

C.Increase Market Scope

Actively enter the Japanese, European and American markets, and enter into applications such as AI, self-driving cars, electric vehicles, 5G, and industry to expand customer base and product application areas.

② Erosion of Gross Profit by Increasing Material Cost

Strategic Response :

A. Inventory reduction

In response to changes in end-user demand, we will continue to communicate with customers, accelerate the disposal of expired materials, and actively negotiate with suppliers on outstanding orders for raw materials to realize the effective control of inventory and accelerate inventory reduction.

B.Lowering of production costs

We will continue to inquire, negotiate and compare prices for raw materials, change our product structure, improve yields, propose alternative materials, and continue refining our production processes to mitigate the impact of higher costs.

C.Emphasis on added value

We will continue to put ourselves in the customer's position by providing a service with good quality, short delivery times, and responsive to customer requirements. Efforts will be focused on the development of new packaging, assembly and testing techniques to help customers bring competitive products to the market at the right time.

D. Building long term partnership with suppliers

We will continue to build long term partnership with equipment and material suppliers to secure stable supply. Create a win-win for both sides.

③Manpower shortage

Strategic Response :

A. Increase staff welfare and bonus incentives to attract talent and encourage cohesion among staff members. We also design staff training program according to long-term development strategy to support progress for both company and staff member.

B. We will continue to improve productivity and dependence on manpower through actively introducing advanced automated equipment.

C. Actively engage with universities to expand industry-academia cooperation and promote the industry-academia integration for the cultivation of new talent.

D. To support the middle-level technical talent plan for migrant workers proposed by the Ministry of Labor, we will provide blue-collar migrant workers with technical training

that promotes them to middle-level technical talent. The initiative will stabilize our production workforce to mitigate the effects of an aging population and shortage of semiconductor expertise.

④Intensifying competition in the semiconductor back-end.

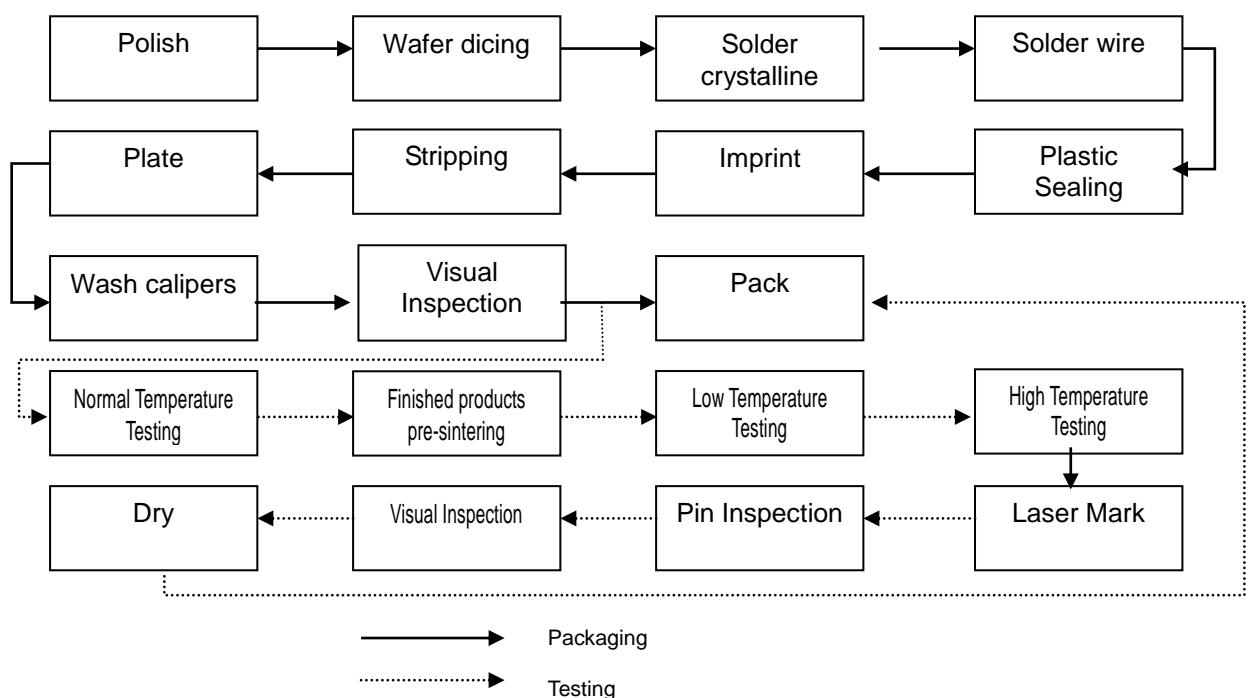
Semiconductor technology plays a critical role in the ever-changing field of advanced technology. In the past, most attention in the semiconductor supply chain was concentrated in the wafer foundry sector. In the post-Moore’s Law age, semiconductor wafers produced by advanced processes must be complemented by advanced back-end packaging technology to realize their true performance. Foundries and PCB makers are now making a rush to enter the packaging sector. In response, PTI will continue to strengthen our R&D efforts, carefully assess our investments in new technologies and production capacity, and build solid partnerships with customer and suppliers. We will also strengthen the integration of our services from wafer testing through to the shipping of the final product to maintain our commanding advantage in the semiconductor back-end sector.

(II) Important Applications and Production Process of Main Products

1. Product Applications

Main Products or Services	Important Applications or Functions
IC Assembly	To turn Wafer into complete single product through sawing, mounting, wire bonding, molding, trimming/forming, and other processes of the Integrated Circuit (IC).
Final Test	Placing the IC into different environment such as normal, high, or low temperature to test and classify according to test conditions specified by customers. These steps ensure the product conforms to the quality and stability demanded by customers.
Burn-In	Using Burn-In process forced the IC operate in extreme environments to accelerate aging of the products and screen out the unqualified, to ensure reliability of products.
Laser Mark	Printing the name of company and product details on the IC.

2. Production Process



(III) Suppliers of Major Raw Materials

Our company mainly provides IC processing for our customers. The suppliers of the key raw materials used in packaging operations are listed below:

Main Raw Materials	Main Suppliers
Lead-Frame	Shinko Electric Ind. Co., Ltd. Chang Wah Technology Corp. Nichiden Seimitu Kogyo Co., Ltd.
Substrate	Kinsus Interconnect Technology Corp. Shinko Electric Ind. Co., Ltd. Simmtech Co., Ltd. Samsung Electro-Mechanics Co. Leading Interconnect Semiconductor Technology Co., Ltd. Phoenix Pioneer Technology Inc. GTS
Die Attach Film (DAF)	Resonac Semiconductor Materials (Taiwan) Co., Ltd Nitto Denko Corp. LINTEC Corp. Henkel Korea
Gold Wire	Nippon Micrometal Corp. TANAKA Kikinzoku Kogyo K.K.
Compound	Chao Young Corp. Resonac Semiconductor Materials (Taiwan) Co., Ltd KYOCERA Asia-Pacific Pte. Ltd. Chang Wah Technology Corp.

(IV) Information of suppliers' who commanding 10% and plus of annual purchasing volume in any year over the last 2 years.

1. List of major supplier accounted for over 10% of total purchase over the last 2 years.

Unit: NT\$ Thousand

Year	2024				2025			
Rank	Name	Amount	Percent of total revenue %	Relation with Issuer	Name	Amount	Percent of total revenue %	Relation with Issuer
1	A	2,525,578	11.24	None	A	2,788,294	10.46	None
	Others	19,935,465	88.76		Others	24,966,377	89.54	
	Net Amount Sold	22,461,043	100		Net Amount Sold	27,882,945	100	

Reason for changes: No significant change.

2. List of Major Customers:

Unit: NT\$ Thousand

Year	2024				2025			
Rank	Name	Amount	Percent of total revenue %	Relation with Issuer	Name	Amount	Percent of total revenue %	Relation with Issuer
1	A	15,208,796	20.74	None	A	15,791,669	21.08	None
2	B	16,111,879	21.98	Related Party	B	14,896,326	19.88	Related Party
3	C	8,921,762	12.17	None	C	7,526,344	10.04	None
	Others	33,072,605	45.11		Others	36,714,981	49.00	
	Net Revenue	73,315,042	100.00		Net Revenue	74,929,320	100.00	

Reason for changes: No significant change.

III. Employee Status

Table for Employees Number, Average Age, Average Years of Service, and Distribution of Education for Last Two Years

Year		2024	2025	As of Mar 31, 2026
Employees number	Management Staff	606	600	603
	Technical Staff	2,915	2,877	3,171
	Administration Staff	425	412	435
	Operators	7,412	7,294	8,460
	Total	11,358	11,183	12,669
Average Age		37.06	37.52	36.83
Average Years of Service		7.80	8.18	7.57
Education Distribution in %	Doctorates	0.04	0.06	0.05
	Masters	8.19	8.26	8.03
	College and Universities	73.11	72.93	75.94
	High School	18.08	18.17	15.36
	Below High School	0.58	0.58	0.62

IV. Environmental Protection Expenditures

The total amount of losses (including reparations) and penalties due to environmental pollution caused in most recent year and as of the publication date of this annual report, and an explanation of future responses (including improvement measures) and possible expenditures.

(1) The total amount of losses (including reparations) and penalties due to environmental pollution caused as of most recent year and publication of annual report.

None.

(2) Expected Environmental Protection Capital Expenditures for Coming Years

Intended purchase of pollution prevention equipment or capital expenditure is listed below:

1. In 2025, PTI's operational management expenditures are 195,650 thousand, pollution control equipment expenditures are 191,295 thousand, and total environmental expenditures are 386,945 thousand.

Environmental protection expenditures Unit: NT\$ Thousands

Type / Year	2025	2026
1 Operational Management Expenditures	195,650	195,649
2 Pollution Control Equipment Expenditures	191,295	46,229
Total	386,945	241,878

Note:

- Operational management expenditures include recurring costs such as waste collection and disposal, wastewater or sludge treatment, environmental testing, air pollution control fees, and carbon fees.
- Pollution control equipment expenditures include maintenance and repair costs, as well as installation costs for air pollution control equipment, wastewater treatment facilities, and waste storage facilities.

2. Maintenance Measures: please refer to page 57 ~ 60 Explanation 2

V. Labor Relations

(1) The Implementation Status for Employee Welfare Policy, Training and Continue Education

PTI values the salary and benefits for its employees and offers lawful benefits. According to the bonus payment specifications, annual earnings minus taxes, surplus and dividends are then appropriate for employee bonuses. Employees can also enjoy benefits provided by the Employee Welfare Committee. With PTI family day, movie screenings and year end banquets to relieve stress from work and bond with coworkers.

1. Insurance:

All PTI employees are insured with free general group insurance (including life, accident, medical, cancer, and other insurances). In the spirit of caring for employees as well as their families, the spouse and children of employees also include in the free group insurance.

In addition, a special "Group Insurance Discount Program for Employees' Parents and Spouses' Parents" was launched in 2025 to extend care to family elders. Preferential terms were offered to employees so they could strengthen the protection for both parents and in-laws, safeguarding the safety and happiness of whole the family.

2. Health and Safety:

(1) Through professional medical staff and health management, PTI conducts health promotion and health management for employees. All plants are staffed with professional medical personnel to monitor the health of employees. We collaborate with professional medical organizations to conduct health examinations for employees.

(2) We conduct risk management and assessment for resumption of work for individuals with high health risks. We also offer health information and courses.

(3) PTI prevent the disease triggered by abnormal workload by self-reporting the workload, work in day/ night shift, prolonged abnormal workload, irregular schedule, frequent business trips, or tense working conditions. These employees undergo health risk evaluation, overwork risk evaluation, and Framingham risk evaluation. On-site doctors evaluate the results, talk with the employees, and if necessary, change job positions, decrease working hours, or take other administrative management to maintain employee health.

(4) In 2004, PTI obtained the OHSAS 18001 occupational health and safety management certificate. To prevent occupational injuries and accidents and ensure the safety and health of our workplace, we also devised our "Environmental Safety and Health Policy".

Environment, Safety and Health Policy

- Communicate ESH policy to employees, customers, and related groups.
- Comply with environmental protection, safety and health legislation/regulations and customer requirements.
- Consult and engage with workers and their representatives on the prevention of injuries, diseases, and accidents as well as damage control.
- Actively promote energy efficiency and waste reduction initiatives in response to international trends in environmental protection and the organization's current circumstances.
- Engage in continuous review and improvement to set higher targets for safety, health and environmental management, and improve their overall performance.

3. Employee assistance

PTI uses the "Psychological Counseling System" to let employees unload burdens and listened to themselves in this ever changing world of responsibilities. Care-free conversations during the Psychological Counseling System to heal inner wounds, rejuvenate, see a different world, and create a healthy work environment.

4. Family day/ large-scale activity/ leisure activity

The Welfare Committee regularly plans family days and other large-scale activities to which colleagues and their families are invited to relax and have fun together.

(1) Large-scale Activities: After a five-year hiatus, we will be holding our company's annual gala on March 21, 2025 at the Hsinchu County Stadium. The gala will feature classic activities including famous hosts and singers, a lucky draw with prizes, energetic employee performances, and awards for outstanding employees and patents. Every member of the PTI team is a ray of light, and the grand event focused them all into a beam of starlight. We all gathered together to celebrate the future and the coming of prosperity. We are ready!

(2) Family Day: One session was held in the second half of 2025, attracting the enthusiastic participation of nearly 5,000 colleagues and their families. Colleagues, family and friends all spent a fun weekend together filled with unforgettable memories.

(3) Leisure Activities:

A. Health and Stress Relief Classes: We regularly held health and stress relief classes in the aerobics classroom at the factory. A total of 141 people participated in 8 yoga classes. and 114 people participated in 7 aerobic dance classes. Dancing to dynamic music not only burned calories but also released the stresses of work.

B. Entertainment Vouchers: We distributed NT\$2,000 in electronic reward points to each employee. Employees could decide for themselves when and at which stores to redeem the points. As long as they have their mobile phones, they can enjoy discounts on entertainment-related expenses, purchase park tickets, or enjoy a gourmet meal. In addition, we continued to partner with well-known travel agencies to offer colleagues more favorable packages for their leisure activities.

5. Employee Club Activities

Clubs were one of the channels through which colleagues with the same interests could connect through with each other and relax after work; we continued to support our colleagues in managing and participating in various clubs. As of 2025, there were 366 members in 11 clubs founded by our colleagues themselves at PTI. In addition to regular club activities, each club also holds company-wide activities every year to provide opportunities for members and non-members as well as colleagues and non-colleagues to connect with each other. For the 2025 Club Carnival, exciting physical activities were painstakingly developed for all colleagues by 7 clubs: Cat Club, Badminton Club, Jogging Club, Bowling Club, Parent-Child Discovery Club, Zen Club and Softball Club. A series of club activities were held between July and August. Both dynamic and static activities bore witness to the power of Powertechers! The latest club carnival attracted nearly 678 colleagues and their families. The carnival demonstrated not only the unity and creativity of PTI people, but also showed how much the Company values and cares about colleagues and their families.

6. Ask for Leave

In accordance with Labor Standard Act, PTI offers holiday and annual leave to employee. Regular reports are provided to supervisors to assist employee has a balanced work and life.

7. Birthday/ Funeral and Other Benefits

(1) Birthday star is given a coupon equivalent of NTD\$1,000 to celebrate his/her birthday. (Effective in 2025, the amount was increased from the original NTD\$520 to NTD\$1,000) Employees with matters of material contingencies are offered a grant from NTD\$1,000 to NTD\$10,000.

(2) PTI offers NTD\$1,000 value of cash on annual Labor's Day and Dragon Boat Festival respectively.

(3) PTI offers coupon/ gift equivalent of NTD\$1,000 on Mid-autumn Festival.

(4) Gifts are offered to employees with 3, 5, 10, 20, 25 years of seniority.

8. Maternity Subsidies and Other Services

A NTD\$2,000 of subsidies per child birth are provided to employee or its spouse. Also, PTI provides related application services for labor insurance. PTI cares about the employees and their interaction with their families. By having the employee welfare committee signing designated kindergartens and child-care facilities in the areas where employees reside, we offer options of pre-school care for the children of our employees, so that the employees can excel in both their work and their family life without any worries.

9. Food and Housing:

(1)PTI has outsourced catering services with subsidies for employees. Employee only has to pay a small amount to enjoy lavish meals. Catering Committee has been established since 2008 to enhance the quality and welfare of employees.

(2)PTI offers dormitory option for long distance commute employees.

10. On-Job-Training:

In keeping with the principle of “begin with the end in mind,” the annual training needs survey was used by the Company to expand from business objectives to each department and gradually develop a talent development and empowerment plan. Four major training blueprints were constructed as a result, including: “Talent Functional Development”, “PTI Audit System”, “Legal and Policy Training”, and “Skills Learning and Transfer” to meet the diverse training needs of employees; In addition, to meet the needs from employees to learn anytime, anywhere, the Company invited senior and outstanding colleagues from each department to serve as internal lecturers. Learning resources such as quality foundation courses, soft skills courses, and unit OJT were also made available online. The courses were also hosted on the e-learning platform where colleagues can engage in self-study based on their own work requirements! At the same time, the Company established reading corners in each factory area with high-quality books purchase regularly, including: Topics such as industry trends, work skills, and business management that catered to the reading needs of colleagues. Diverse training and learning methods are used to continuously inspire the potential of our colleagues in their roles and help them grow together with the Company!

(2)The Implementation Status for employee retirement and pension system

1. Retirement Condition

Condition	Details
A. Voluntary	A ∙ Individual who served in the company over 15 years and over 55 years old. B ∙ Individual who served in the company over 25 years. C ∙ Individual who served in the company over 10 years and over 60 years old.
B. Mandatory	A ∙ Individual who was over 65 years old. B ∙ Individual who certified by public medical institutes with unfit physical or mental condition to work.

2.A Labor Pension Fund Supervisory Committee has been established. For employees who chose the old system, and those who choose the new system but retain their years of service under the old system, the Company makes a pension contribution equal to 2% of their total monthly salary to the statutory account. At the beginning of each year, a professional actuarial consultant conducts an actuarial assessment of the pension fund to ensure that pension obligations are fully funded. As of the end of 2025, the amount in the pension fund account under the old system amounted to NT\$372 million. Pension obligations for eligible employees are therefore satisfied. Those who choose the new retirement system will have 6% of their monthly salary deposited into the Labor Insurance Bureau’s personal account, in

accordance with the law. The total amount of new and old system retirement pension expenses and employee contributions recorded in the 2025 accounting books amounted to NT\$449,365,655. The Company seeks to ensure that all employees can enjoy peace of mind after retirement.

(3) Negotiation between Management and Labor and the Implementation of Employee Rights

Comprehensive Communication Channels

To strengthen labor relations and protect employee rights, PTI holds quarterly labor-management meetings and regional welfare committees to discuss labor-management issues. Employee representatives actively expressed their opinions during the meeting and helped colleagues express their demands. After extensive communication and consultation between the two parties, a consensus was reached, thereby enhancing employees' sense of cohesion and identification. In addition, the Company has established a variety of communication channels to act as a bridge between labor and management, respond to employee suggestions in a timely manner, and continuously review and improve relevant regulations and systems in order to meet employee needs and safeguard their well-being.

To foster positive labor relations and a friendly workplace environment, PTI has developed internal regulations such as the “Operational Guidelines for Employee Communication Channels,” the “Plan for Preventing Unlawful Harm While Performing Duties,” and the “Sexual Harassment Prevention Measures, Complaints, and Disciplinary Standards.” These regulations provide a diverse, two-way, open, and smooth response mechanism for addressing employee concerns. Signed or anonymous feedback can be submitted for processing in a fair, prompt, and confidential manner that protects the privacy and rights of the respondent. The Company has established dedicated communication channels and a sexual harassment complaints window to ensure that all feedback are handled properly. All forms of retaliation against respondents or investigators are expressly prohibited.

To ensure that the multi-channel communication mechanism is effectively communicated to all employees, the Company regularly conducts activities such as “Multi-channel Communication Promotion,” “Sexual Harassment Prevention Promotion,” “Workplace Illegal Infringement Promotion,” and “Management Frontline e-Report Themed Article Promotion” every year to continuously strengthen employees’ understanding and use of the feedback channels, and to jointly create a safe, friendly, and harmonious workplace environment.

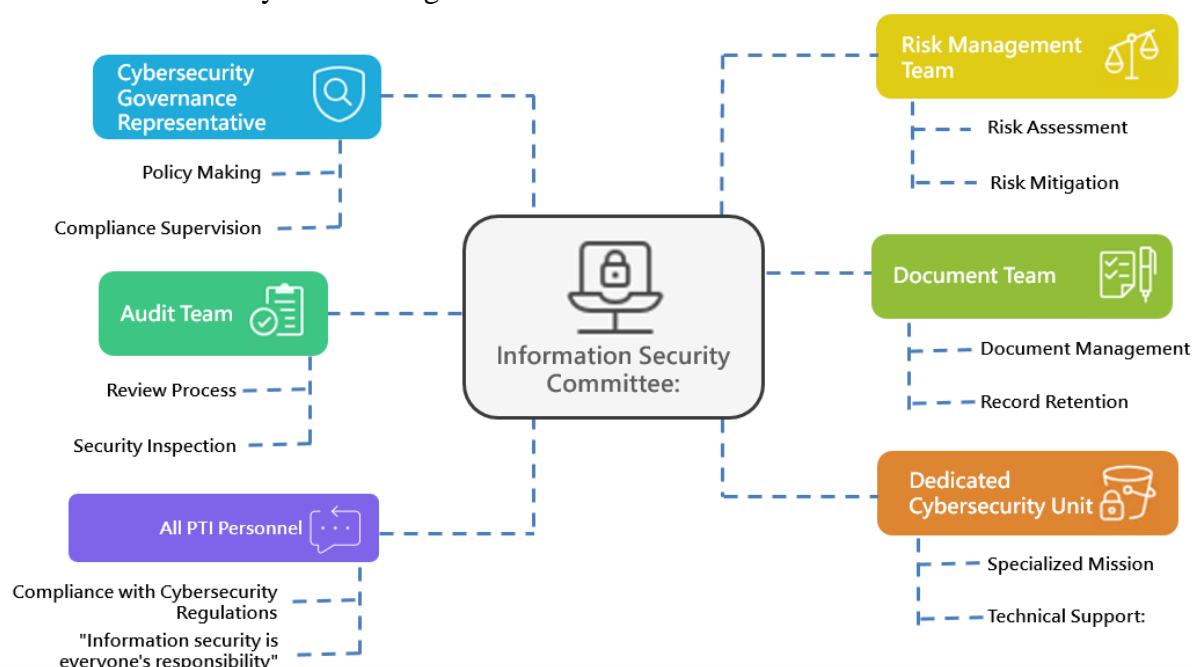


(4) Status of Violation of Labor Standards Act: None.

Penalty date	Penalty No.	Violated regulation:	Content of violated regulation	Penalty description
Sep. 10, 2025	Fu-Lao-Zi No. 1143935110	Paragraph 1, Article 13 of the <i>Gender Equality in Employment Act</i>	An employee filed a complaint with the Labor Department regarding a sexual harassment incident, disputing the Company's investigation findings; the Labor Department imposed a fine for violating the Gender Equality Act.	Fine of NT\$20,000
Jan. 19, 2026	Fu-Lao-Zi No. 1153900240	Paragraph 2, Article 32 of the <i>Labor Standards Act</i>	Overtime work exceeded the statutory limits.	Fine of NT\$50,000

VI. Information and Cyber Security Management

(I) Information Security Risk Management Structure



To demonstrate our highest commitment to information security governance, PTI formally established the "Information Security Committee" in 2016 as the core task organization for coordinating the Company's information security strategy and management system DevOps. The Committee reports directly to senior management and is responsible for the establishment, implementation, and continuous improvement of the information security management system. It also regularly reports to the Board of Directors on the performance of cybersecurity governance, global threat trends, and risk response, ensuring that cybersecurity decisions are highly aligned with the Company's operational objectives.

In keeping with the principle of "prevention is better than the cure", PTI has not only continued to renew our ISO 27001 international information security management certification every three years, but also completed the ISO 27001:2022 transition certification in 2025 to ensure that the management mechanism stays up to date. We implement cybersecurity protection in concrete actions through rigorous management reviews, multi-level internal audits, and dynamic risk assessment mechanisms. We continuously strengthen our cybersecurity resilience through systematic corrective and preventative measures. Information security is elevated from technical compliance to the level of corporate culture to provide the most solid foundation of trust for the global semiconductor supply chain.

(II) Cybersecurity Policies

PTI committed to protect information assets relating to the Company's business and information systems, as well as protection of confidential Company and customer information so they are not exposed to the risk of tampering, disclosure, damage or loss due to external threats, or their improper management and use by internal personnel.

To enforce effective information security management, the "Plan-Do-Check-Act" (PDCA) model set out in the ISO/IEC 27001:2013 specifications for the development, maintenance, continuous improvement and documentation of an information security management system. Information security risk management and continuous improvement structure:

- **Management organization responsibilities:** Clearly define the responsibilities and powers of information security management personnel to ensure the effective promotion and implementation of information security tasks.
 - **Document and Records Management:** Establish a rigorous document and records control system to ensure the integrity, confidentiality and availability of all information security related information for easy tracking and verification.
 - **Principles of information security control measures:** A series of concrete information security control measures have been formulated to ensure the confidentiality, integrity and availability of information assets, effectively reducing potential information security risks.
 - **Multilateral collaboration and risk reduction:** We actively participate in information security information sharing organizations including the Science Park Information Security Sharing and Analysis Center (S-ISAC) and the Taiwan Computer Network Crisis Response and Coordination Center (TWCERT/CC) to obtain the latest intelligence on information security warnings, threats and vulnerabilities. At the same time, we also work closely with external information security vendors and experts to continuously track the latest information, technology and trends in information security. The latest defense and management methods are also put into practice to enhance our rapid response and recovery capabilities, provide effective defense against new types of information security threats, ensure the resilience of information services, and minimize any operational impact.
- Through the implementation of the above policies, the Company is able to effectively manage information security risks and fully protect the confidentiality, integrity and availability of information assets. The ultimate goal is to ensure the normal operation and sustainable development of the Company's business.

(III) Specific Management Plans

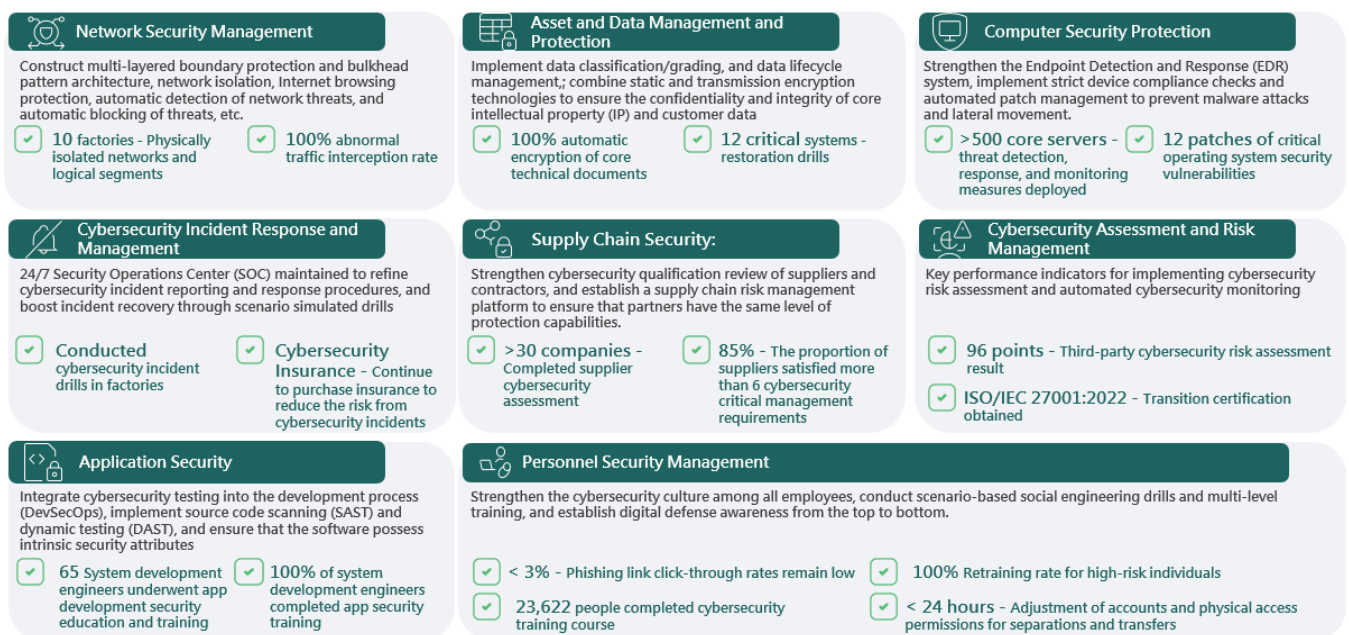
- I. The company is committed to building a robust information security protection network to prevent, detect and reduce the potential damage caused by information security attacks:
To build a robust information security network, PTI adopted a strategy of "proactive defense, dynamic governance" by implementing information security protection across the following eight core dimensions to ensure the most prudent protection of the Company's, customers', and partners' information assets:
 1. Network security management: Strengthening of network isolation and segmented management. By leveraging next-generation firewalls, intrusion detection and prevention systems, and encrypted transmission technologies, we have set up real-time protection against external intrusion and malicious traffic to ensure the transmission security of our global logistics networks.
 2. Asset and data management and protection: Data is classified and managed according to its sensitivity. Encryption is implemented when static and during transmission for core intellectual property (IP). The requirements of ISO 27001:2022 for data masking and leakage protection are met through a comprehensive access control mechanism and off-site backup scheme, thereby maintaining the confidentiality and integrity of data.
 3. Computer security protection: In-depth defense of endpoint devices (PCs, servers, mobile devices) was enhanced. Endpoint detection and response systems were set up and

combined with AI behavioral analysis to detect unknown threats. Device compliance checks and automated update management have been implemented to block intrusion pathways for malicious software.

4. Personnel security management: Cybersecurity awareness is the front line of defense. We implement rigorous background checks and confidentiality protocols for all employees, from onboarding to in-service and separation. We also regularly conduct "social engineering drills" and scenario-based cybersecurity education and training to establish a people-centric digital security culture.
5. Information security risk management: A dynamic risk assessment system was established using third-party platforms with regular internal and external audits and vulnerability scans. By simulating real-world attack scenarios through penetration testing, we can proactively identify defense vulnerabilities and ensure that all cybersecurity risks are identified, assessed, and effectively mitigated.
6. Application security: Secure Development Lifecycle was used as a reference during system development and DevOps to implement vulnerability and weakness patching mechanisms, and ensure that all applications (including production management systems) are resistant to attacks.
7. Cybersecurity incident response and management: We work in concert with the cybersecurity operations center to ensure that incidents can be detected, reported, and contained when they happen. Through regular cybersecurity drills, we ensure that critical production processes can be quickly restored and the damage minimized in the event of a cybersecurity incident.
8. Supply chain security: We have implemented strict supplier management policies for our suppliers and contractors. We monitor the integrity of all hardware and software assets in the supply chain to ensure that our partners have comparable levels of protection, and eliminate blind spots in cybersecurity risk in the supply chain.

II. Input of Information Security Management Resources

PTI is continuing to invest in information security related fields. The following key accomplishments were made in the promotion of cybersecurity:



(IV) Estimates of any damages or loss as the end of Mar 31, 2025 cause by information security misconducts: None.

VII. Major Contracts

Contract Classification	Contract Company	Contract Duration	Main Contents	Limitations of Terms
Outsource Services Contract	A Company	Jun 2019 ~	Packaging and testing services	Non-disclosure agreement
	F Company	Dec 2019 ~	Packaging and testing services	Non-disclosure agreement
	I Company	Dec 2019 ~	Packaging and testing services	Non-disclosure agreement
	S Company	Mar 2022 ~	Packaging and testing services	Non-disclosure agreement
Factory Purchase and Sales Contract	ADVANCED CERAMIC X CORPORATION	Apr 2025	Regulations on acquisition of factory premises and payment of purchase price	Non-disclosure agreement
	AUO Corporation	Nov 2025	Regulations on acquisition of factory premises and payment of purchase price	Non-disclosure agreement
Bank Loan	CTBC Bank	Jul 2025 ~ Jul 2028	Medium-term credit loan	Commitment to maintain a certain ratio between the assets & liabilities and net worth
	Mega International Commercial Bank	Aug 2025 ~ Aug 2028	Medium-term credit loan	None
		Oct 2021 ~ Oct 2026	Medium-term credit loan	
	Yuanta Commercial Bank	Oct 2025 ~ Oct 2029	Medium-term credit loan	Commitment to maintain a certain ratio between the assets & liabilities and net worth
	E.Sun Bank	Jul 2021 ~ Jul 2028	Machinery & Equipment Loan	None
		May 2025 ~ May 2028	Medium-term credit loan	
	Hua Nan Bank	Dec 2025 ~ Dec 2028	Medium-term credit loan	None
		Sep 2021 ~ Aug 2028	Medium-term credit loan	
	First Bank	Nov 2025 ~ Nov 2030	Building Construction	None
		Dec 2021 ~ Dec 2028	Machinery & Equipment Loan	
	Bank of Taiwan	Aug 2021 ~ Aug 2031	Building Construction Loan	None
		Aug 2021 ~ Aug 2028	Machinery & Equipment Loan	
		Jun 2025 ~ Jun 2027	Medium-term credit loan	
	Taiwan Cooperative Bank	Dec 2021 ~ Dec 2028	Machinery & Equipment Loan	None
	Chang Hwa Bank	May 2025 ~ May 2030	Medium-term credit loan	None
		Dec 2021 ~ Dec 2028	Machinery & Equipment Loan	
Land Bank of Taiwan	Feb 2022 ~ Dec 2028	Medium-term credit loan	None	
	Jun 2025 ~ Jun 2028	Medium-term credit loan		
DBS Bank	Dec 2025 ~ Dec 2028	Medium-term credit loan	None	

V. Discussion and Analysis of Financial Status and Operating Results and Risk Management

1. Financial Status

Nonconsolidated Financial Statements

Item	Year	2025	2024	Difference	
				Amount	%
Current Assets		\$ 46,364,934	\$ 46,986,384	\$ (621,450)	(1.32)
Investment		2,547,266	2,379,539	167,727	7.05
Real estate, Plant & Equipment		70,411,788	56,588,276	13,823,512	24.43
Intangible Assets		1,121,483	1,104,434	17,049	1.54
Other Assets		2,717,921	2,132,258	585,663	27.47
Total Assets		123,163,392	109,190,891	13,972,501	12.80
Current Liabilities		23,776,211	18,356,037	5,420,174	29.53
Long-term Liabilities		28,112,677	19,142,303	8,970,374	46.86
Total Liabilities		51,888,888	37,498,340	14,390,548	38.38
Capital Stock		7,591,466	7,591,466	0	0
Capital Surplus		462,395	319,869	142,526	44.56
Retained Earnings		49,961,089	49,756,143	204,946	0.41
Other shareholders' equity		(801,332)	(372,090)	(429,242)	(115.36)
Treasury Stock		(922,841)	(533,313)	(389,528)	73.04
Equity Belong to Parent Company		56,290,777	56,762,075	(471,298)	(0.83)
Non-Controlling Interests		14,983,727	14,930,476	53,251	0.36
Total Shareholders' Equity		71,274,504	71,692,551	(418,047)	(0.58)

Reason for major difference:

1. Increased in real estate, plant & equipment: It is mainly due to the Company purchase new plants.
2. Increased in other assets: It is mainly due to an increase in right-of-use assets and investment property.
3. Increased in current liabilities: It is mainly due to an increase in accounts payable and current portion of long-term debts.
4. Increased in long-term liabilities: It is mainly due to an increase in long-term debt.
5. Increased in capital surplus: It is mainly due to the adjustment of capital surplus from dividends paid to subsidiaries in 2025.
6. Decreased in other shareholders' equity: It is mainly due to the exchange differences on translating foreign operations in 2025.
7. Increased in treasury stock: It is mainly because subsidiary's holding of parent company stock is treated as treasury stock.

Where the effect is of material significance, the annual report shall describe the measures to be taken in response: None.

Note: The listed numbers were from consolidated report prepared in accordance with IFRSs and audited by CPA.

2. Operating Results

(1) Comparison and Analysis Table for Operating Results for Last Two Years

Unit: NT\$ Thousands

Item \ Year	2025	2024	Increase (Decrease)	Difference (%)	Analysis
Net Sales	\$ 74,929,320	\$ 73,315,042	\$ 1,614,278	2.20	
Cost of Sales	62,200,129	59,323,602	2,876,527	4.85	
Gross Profit	12,729,191	13,991,440	(1,262,249)	(9.02)	
Operating Expenses	4,597,352	4,609,174	(11,822)	(0.26)	
Operating Income	8,131,839	9,382,266	(1,250,427)	(13.33)	
Non-Operating Income/Expenses	660,313	1,295,020	(634,707)	(49.01)	1
Net Income Before Tax	8,792,152	10,677,286	(1,885,134)	(17.66)	
Income Tax Expense	1,571,610	2,177,879	(606,269)	(27.84)	2
Net Income	7,220,542	8,499,407	(1,278,865)	(15.05)	
Analysis of Difference over 20%					
1. Decreased in non-operating income/expenses: It is mainly due to net foreign exchange loss.					
2. Decrease in income tax expense: It is mainly due to the reduction of net income before tax.					

Note: The listed numbers were from consolidated report prepared in accordance with IFRSs and audited by CPA.

(2) Revenue Forecast and Financial Impact:

Please see 2025 Operation Report for details.

3. Cash Flow

(1) Cash Flow Analysis for 2025:

Unit: NT\$ Thousand

Beginning Cash Balance 1/1/2025	2025 Cash Flow from Operating Activities	2025 Cash Flow from Investing Activities	2025 Cash Flow from Financing Activities	Currency Exchange for Cash and Cash Equivalent	Ending Cash Balance 12/31/2025
22,238,335	16,697,873	(26,023,284)	4,197,348	(735,154)	16,375,118
2025 Cash Flow Analysis :					
(1) Operating Activities: Increase cash inflow from change in 2025 depreciation and profit.					
(2) Investing Activities: Increase of cash outflow was due to acquisition of real estate, property and equipment in 2025.					
(3) Financing Activities: The increase of cash inflow was due to increase of bank loan in 2025.					

(2) Cash Flow Improvement Plan

Not applicable.

(3) Cash Flow Estimation for 2026:

Unit: NT\$ Thousand

Beginning Cash Balance 1/1/2026	Estimated 2026 Cash Flow from Operating Activities	Estimated 2026 Cash Outflow	Estimated Ending Cash Balance 12/31/2026	Funding for Cash Flow Shortage	
				Investing Activities	Finance Activities
16,375,118	21,000,000	(22,000,000)	15,375,118	—	—
1. 2026 Cash Flow Analysis: (1) Operating Activities: The cash inflow is from 2025 estimated net income and depreciation. (2) Investing Activities: The cash flow is for acquisition of real estate, property, and equipment in 2025. (3) Financing Activities: The cash flow is for 2025 cash dividends payout and payback bank loan. 2. Funding for Cash Flow Shortage: Not Applicable.					

4. Effects of Major Capital Expenditures on Financial Status in Most Recent Year

Majority of 2025 PTI capital expenditures were for acquiring real estate, property and equipment. The sources of capital were from the Company's own funds and bank loans. In order to stay competitive, PTI has constantly devoted on production efficiency modification, new technology research, upgrade equipment, and capacity expansion to meet customer satisfaction.

5. Investment Policy in Recent Years, Main Causes for Profits or Losses, Improvement Plans, and Investment Plans for the Coming Year

PTI's investment policies conform with its strategies of deep cultivation of core business, strengthening of strategic alliance relationships with major clients and expansion of related industries, excepting to increase return on equity through the investment gains. Investment operating situation of PTI, please refer to VI. Special Notes 1. Summary of Affiliated Companies.

Investment Commission had approved no more than US\$51 million investment through Powertech Holding (BVI) Inc. for subsidiary Powertech Technology (Suzhou) Ltd. (PTI-Suz) for further expansion in China in 2009. Total investment for PTI-Suz was US\$216 million and register capital was US\$72 million. PTI HQ continued funding by increase capital of US\$ 28 million, and the capital increased was approved by Apr 2020 board meeting. In 2021, the register capital of PTI-Suz was US\$100 million. Because the tension of US-China trade war has intensified, which has seriously impacted the global semiconductor industries, PTI proposed to dispose 70% equity of PTI-Suz based that to utilize resources of PTI Group and implement our overall business strategy. This was approved by Board meeting on June 27, 2023. This transaction contributed NT\$3.5 EPS and was recognized in Year 2023.

In December 2014, the Company signed a contract on semiconductor manufacturing investment with Micron Technology Inc., one of our key customers. Under the contract, the subsidiary Powertech Semiconductor (Xi'an) Co., Ltd. (PTI-Xi'an) was established in Xi'an, China, through the third-country subsidiary Powertech Technology (Singapore) Pte. Ltd. The Company's total investment amount is US\$70 million. PTI holds 36% of PTI-Xi'an, while Powertech Technology (Singapore) Pte. Ltd. holds 64% of the subsidiary. PTI-Xi'an and Micron Xi'an jointly signed a semiconductor packaging service contract on January 21, 2016. Due to the expiration of the contract and Micron giving notice of its intention exercise its right of purchase, the disposal of PTI-Xi'an's assets was approved at the 2nd Meeting of the 10th Board of Directors in June 2023. The asset transfer was completed on June 28, 2024, and the company converted into a holding company. A cash capital reduction was approved by the Board of PTI-Xi'an in July 2024 and the change registration completed in September 2024. The US\$60 million from the capital reduction was remitted to the Company in November 2024.

Powertech Technology Akita Inc. was bought from Micron Technology in Japan. Board meeting in Aug 2020 concluded to end the operations of Powertech Technology Akita Inc. due to its poor financial performance and limited foreseeable opportunity. It has completed the liquidation process in Sep 2024.

Board meeting in Aug 2020 concluded to end the operations of Powertech Technology (Singapore) Pte. Ltd. due to its poor financial performance and transformed to holding function of Powertech Semiconductor (Xian) Co. Ltd. and Powertech Technology (Suzhou) Ltd. In Jul 2022 Board meeting had concluded for capital reduction. Filing of reduction was completed in Aug 2022. Powertech Technology Inc. had received returned capital US\$16 m in Sep 2022.

Future investment plan will justify with industry condition and potential growing opportunities. Under the direction of strengthen the relationship of alliance and supply chain networking, the Board of Directors will carefully consider all the investment proposals.

6. Risk Analysis and Assessment in the Recent Year and as of Publication Date of Annual Report

(1) Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures:

1. Interest Rate

The semiconductor packaging and testing industry where our company is in is capital intensive therefore large fund is required for the Company to invest into fixed assets. Besides the Company's own funds, the sources of the Company's funding are primarily bank loans, thus the Company's profitability is affected by interest rate movement. To minimize this risk, PTI compares the level of interest rates of its bank loans on a regular basis with market average rate and negotiate timely with the correspondent banks to obtain better interest rates to ensure the financing costs are at comparatively low level.

2. Foreign Exchange Rate:

(1) Effects

Exportation account for 58.99% of 2025 PTI's net sales, so the majority of trade were conducted in foreign currency and US dollars is the most common currency used. Majority of equipment and raw materials were mainly trade in US dollars and Japanese yen as well. Both import and export were affected by currency exchange rate fluctuate. 2025 net foreign exchange loss were about NT\$ 82,462 thousand.

(2) Future Response Measures

- Foreign currencies from exporting income balance out with importing expenses which creates mutual hedging effects to eliminate exchange rate risks.
- Finance staff collected information regarding changes of foreign exchange rates, including supply and demand of foreign currencies, monetary tightness condition of the correspondent banks, and trend analysis of exchange rates, which will then serve as reference information to respond to future exchange rate movements.
- To timely purchase foreign currencies based on the Company's future foreign currency requirements, in order to determine the cost and reduce the impact of movements in exchange rates.
- To use the bank credit at the right time to convert foreign currency loans to NT dollars borrowing.
- To apply financial instruments such as derivatives of forward exchange to avoid the risks of changes in exchange rates leading to exchange loss on assets, liabilities and future transactions denominated by foreign currencies.

3. Inflation:

No significant impact of inflation on the PTI's profitability and business operations in 2025.

(2) Policies, Main Causes of Gain or Loss and Future Response Measures with Respect to High-risk, High-leveraged Investments, Lending or Endorsement Guarantees, and Derivatives Transactions:

1. PTI and its subsidiaries has not engaged in any high-risk or high-leveraged investments.
2. The Company and its subsidiaries have established internal management methods and operating procedures to improve financial and operational crisis management in accordance with the relevant laws and regulations of the Securities and Futures Bureau, including the "Procedure for Loaning of Funds to Third Parties", "Procedure for Making of Endorsements and Guarantees", and "Procedure for Derivatives Transactions". All transactions are handled in accordance with relevant regulations and will continue to comply with procedural regulations in the future.

(3) Future Research and Development Plans and R&D Expenses from Expected Investments

The Company has put much emphasis on the development of talents since its establishment. Setting up a R&D department in 1998 and the R&D technology center in 2006, PTI has continually introduced new processes and technologies of packaging and testing. To adapt to the future semiconductor memory device trend towards being versatile, high-speed, highly reliable and high density and the development of new products of our customers, PTI will proactively develop and introduce new technologies in the future. PTI expects R&D budget for 2026 to be comparable to 2025's level..

(4) Effects of and Response to Changes in Policies and Regulations Relating to Corporate Finance and Sales.

PTI has always pay close attention to any international and domestic policies changes, and PTI will make appropriate modifications to the operating systems when necessary. As of the publication date of this annual report, there is no significant change or impact of law on PTI's operations.

(5) Effects of and Response to Changes in Technology and in Industry Relating to Corporate Finance and Sales:

The semiconductor industry, where PTI belongs to, is under rapid changes in products and technology. To adapt to these rapid changes, PTI needs to upgrade its processes and develop new technologies constantly, upgrade its equipment, and expand its capacities in a timely manner. To reduce the risks of overexpansion at the same time keep up with the product development trend, PTI has established collaborative relationships and co-op with strategic alliances with major customers to develop advanced technology capabilities. In addition, PTI has invested in related industries to form a complete supply chain network and diversify the risks caused by market changes. PTI also strengthen its cost control and cash management skills to maintain competitiveness and eliminate the impacts of changes in technology and in industry relating to corporate finance and sales.

PTI has implemented measures to protect the information security of our networks and computers. There are also established rules and procedures for information security risk management.

1. Different assets may face different risks. Methods for assessing or calculating asset value were adjusted to make them more appropriate to the nature of the unit.
2. The basic information security requirements are data confidentiality, integrity and usability. These ensure the appropriateness and effectiveness of related regulations and processes.
3. Information security insurance is an emerging risk type that involves information security rating organizations, claim assessment organizations, and no-compensation clauses. To mitigate potential losses due to information security incidents, information security insurance policy with up to US\$5 million in coverage was purchased by PTI in 2025.

(6) The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures:

Since the establishment of the Company, PTI has consistently maintained an ethical business practices, and has actively strengthened its internal and quality management to build up customer trusts. PTI has a good corporate image and there has been no corporate crisis in recent years caused by changes in corporate image.

(7) Expected Benefits from, Risks Relating to and Response to Merger and Acquisition Plans
No plan of merger and acquisition as of the date of printing.

(8) Expected Benefits from, Risks Relating to and Response to Factory Expansion Plans
No significant plan of factory expansion as of the date of printing.

The Company's advanced packaging business has continued to grow. Medium- to long-term operational requirements have increased as well. Having assessed the current configuration and use of office and operational space in the Hsinchu Science Park, a resolution was passed at 15th Meeting of the 10th Board of Directors in November 2025 to purchase suitable factory facilities for business use in the Hsinchu Science Park to meet future expansion and business development needs. The transfer of ownership was completed in December 2025.

Data center expansion and HPC requirements mean that global AI and cloud service providers (CSPs) are continuing to raise their requirements on chip performance and this is driving an expansion advanced packaging capacity. The latest factory expansion is aimed at meeting the fast-growing demand for advanced packaging in support of medium- and long-term operational developments.

Changes in the global political and economic environment and trade policies may affect the operation of the semiconductor supply chain and market demand. Customer and market diversification have long been cultivated by the Company. We are continuing to monitor relevant policy developments in order to reduce the impact of changes in a single market or region.

(9) Risks Relating to and Response to Excessive Concentration on Supply Sources and Customer
The supply sources and major customers of the Company have been disclosed in related sections of this report. As the concentration level of the upper stream memory IC markets gets intense, sales of the downstream packaging and testing providers will get more concentrated. PTI has proactively developed new customers, collaborative relationships, and strategic alliances with existing customers to eliminate the highly customer concentrated risks. PTI has also actively reached out to non-memory IC packaging and testing business. The results are noticeable. In terms of supply sources, PTI has been actively seeking qualified alternative suppliers to reduce the risks of excessive concentration.

(10) Effects, Risks, and Solution for Share Transfers of Shareholders with 10% Or More Shares:
None.

(11) Effects, Risks, and Solution of Changes in Control over the Company: None.

(12) For litigation or non-litigious matters, clearly state if the Company or the Company's directors, supervisors, president, actual person in charge, shareholders with 10% shareholdings or more, and affiliated companies that have been concluded or pending major litigations, non-litigation or administrative litigation matters, whose outcome may have major impact on shareholders' equity or securities prices:

1. The Company's major litigations, non-litigation or administrative litigation matters:
None.

2. Major litigations, non-litigation or administrative litigation matters of the Company's directors, supervisors, president, actual person in charge, shareholders with 10% shareholdings or more and affiliated companies: None.

(13) Other Important Risks and Remedies: None.

7. Other Important Matters: None.

VI. Special Notes

1. Summary of Affiliated Companies:

Please refer to the Chinese version of Market Observation Post System (MOPS). The access path is as follows: Market Observation Post System > Single Company > Electronic Document Download > Related Party Transactions Section

2. Private Placement Securities as of the Date of Annual Report Printing: None.

3. Other Necessary Supplement: None.

4. Any Events in 2025 and as of the Publication Date of this Annual Report that Had Significant Impacts on Shareholders' Right or Security Prices as Stated in Item 2 Paragraph 2 of Article 36 of Securities and Exchange Law of Taiwan: None.