

Ennoconn Corporation

2025 Annual Report

Stock Code: 6414

This annual report is available at

<http://www.ennoconn.com>

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

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Notice to Reader

For the convenience of readers, this report has been translated into English from the original Chinese version. The English version has not been audited or reviewed by independent auditors. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' report and consolidated financial statements shall prevail.

- I. Company's Spokesperson and Deputy Spokesperson:
Name: Chuang, Tsung-Hsien
Title: Chief Financial Officer
Tel: 5590-8050
E-mail: Stockaffairs@ennoconn.com
Name: Tsai, Neng-Chi
Title: President
Tel: 5590-8050
E-mail: Stockaffairs@ennoconn.com

- II. Contact Information of Headquarters, Branches and Plants:
Headquarters
Address: 3F-6F, No. 10, Jiankang Rd., Zhonghe Dist., New Taipei City
Tel: 5590-8050
Address and Contact Number of Branches: None
Address and Contact Number of Plants: None

- III. Stock Transfer Agency:
Name: Stock Affairs Department of Grand Fortune Securities Co., Ltd.
Address: 6F, No. 6, Sec. 1, Zhongxiao W. Rd., Zhongzheng Dist., Taipei City
Website: <http://www.gfortune.com.tw>
Tel: 2371-1658

- IV. CPA for the Latest Annual Financial Statements:
Name of CPA Firm: KPMG Taiwan
Name of CPAs: CPA, Xiao, Pei-Ru, and Yu, Ji-Long,
Address: 68F, No. 7, Section 5, Xinyi Road, Xinyi District, Taipei City
Website: <https://home.kpmg/tw/zh/home.html>
Tel: 8101-6666

- V. Overseas Securities Exchange where Securities are Listed and Method of Inquiry: None.

- VI. Company website: <https://www.ennoconn.com/>

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I. Letter to Shareholders

As a result of the collective efforts of all employees, Ennoconn Corporation achieved a consolidated net revenue of NT\$142.4 billion in 2025. Profit after tax attributable to the parent company reached NT\$3.21 billion, with earnings per share of NT\$23.26. Compared to 2024, net profit after tax increased by 17.28%.

In 2025, Ennoconn restructured its organization and deeply integrated technologies such as AI, IoT, and cloud computing to build a comprehensive intelligent solution ecosystem featuring "hardware-software integration," "cloud-network convergence," and "integrated solution technology," dedicated to serving industrial and commercial customers worldwide, with a focus on the following three new core businesses:

1. "Industrial IoT," encompassing edge computing, cybersecurity communications, and industrial and embedded system integration.
2. "Intelligent Software and Solutions," covering industrial software, machine learning, digital twins, and cloud-edge platform system integration.
3. "Smart Factory and Facility Services," providing semiconductor equipment and facility systems, intelligent system integration, as well as high-tech materials and equipment.

Ennoconn is actively expanding its presence across diverse vertical application sectors, including smart retail, intelligent surveillance, smart home, information security, transportation, manufacturing, energy, healthcare, construction, and parks. By integrating hardware, software, and AI-driven services, the Company is actively advancing its ESaaS (Ennoconn Solutions as a Service) initiative to meet the diverse needs of its customers.

Looking back on a year marked by shifts in international trade, tariff changes, and industry transformation, revenue in 2025 declined slightly compared to the previous year. However, through the execution of lean initiatives and organizational restructuring, the Company cautiously and optimistically anticipates significant year-over-year growth in net profit after tax and earnings per share for 2025. The Company's current order backlog exceeds NT\$190 billion, with a solid overall business foundation. Profitability is expected to continue its growth trajectory into 2026.

In 2026, the Ennoconn Group will launch a new five-year plan, continuing to deepen its core businesses and actively expanding international strategic partnerships, with sales and service locations established in 73 countries worldwide and logistics service centers built in 24 countries. Growth drivers include sustained high growth of Ennoconn on a standalone basis, the commencement of orders from key customer NCRV amounting to approximately NT\$15 billion, as well as the Company's comprehensive deepening of edge AI application products and its commitment to global business opportunities in smart city and park development. We remain optimistic in facing challenges and continue to optimize management in order to enhance the Company's operational performance.

The Company's Consolidated Financial Statements for 2025 recorded revenue of NT\$142,289,669 thousand, a decrease of 2.8% compared to NT\$146,383,720 thousand in 2024; operating income was NT\$5,670,435 thousand, a decrease of 14.5% compared to NT\$6,629,848 thousand in 2024; pre-tax net income was NT\$9,908,143 thousand, an increase of 29.8% compared to NT\$7,633,179 thousand in 2024; net income after tax attributable to owners of the Parent Company was NT\$3,213,314 thousand, an increase of 17.3% compared

to NT\$2,739,775 thousand in 2024, with earnings per share of NT\$23.26, an increase of 16.1% compared to NT\$20.03 in 2024. The analysis of the Company's financial revenues and expenditures and profitability for 2025 is as follows:

Financial Revenues and Expenditures

Year \ Item	2025 Financial Figures	
	Amount	Percentage (%)
Operating net revenue	142,289,669	100%
Operating costs	113,111,179	79%
Gross profit	29,178,490	21%
Operating expenses	23,508,055	17%
Operating profit	5,670,435	4%
Non-Operating net revenue (expenses)	4,237,708	3%
Net Profit After Tax	8,464,015	6%
Net profit after tax attributable to owners of the parent company	3,213,314	2%

Note: The figures in this table are based on the consolidated financial statements. As the Company has not publicly disclosed financial forecasts for 2025, no disclosure of budget achievement is provided.

Profitability Analysis

Item	2025
Profitability return on total assets (%)	6.16
Return on Equity (%)	14.29
Ratio of pre-tax net income to paid-in capital (%)	679.17
Net margin (%)	5.95
Earnings per share (NT\$)	23.26

The management team and all employees of Ennoconn remain steadfast in our original mission, shouldering our responsibilities with diligence and determination as we embrace challenges and forge new paths. We sincerely thank all shareholders for their long-standing support and encouragement. The management team and all employees will continue to uphold the mission and responsibility entrusted by our shareholders, striving to embark on a new chapter for Ennoconn and achieve stable profit growth throughout the year. At the same time, we are dedicated to implementing corporate governance, risk management, and sustainable development across all levels of the organization, maximizing value for the Company, our shareholders, suppliers, and partners to create a multi-win outcome as we embrace the promising Year of the Horse.

Respectfully,

Best wishes and warm regards.

Chairman, Chu, Fu-Chuan

II. Corporate Governance Report

1. Information on Directors, President, Vice Presidents, Associate Managers, and Heads of Departments and Branches:

(1) Directors' Information:

March 31, 2026 Unit: shares; %

Title	Name	Gender/Age	Nationality or Place of Registration	Date First Elected	Date Elected	Term	Shares Held Upon Election		Shares Held Currently		Shares Held by Spouse & Minor of Shareholders		Shares Held by Nominees		Experience and Education	Other Position Concurrently Held at the Company or Other Companies	Executives, Directors or Supervisors who are Spouses or Within the Second Degree of Kinship			Remarks
							Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %			Title	Name	Relationship	
Chairman	Chu, Fu-Chuan	Male /61~65	R.O.C.	2012.10.04	2025.05.29	3	676,726	0.49%	726,726	0.50%	0	0%	0	0%	Department of Electronic Engineering, St. John's University Senior Associate Manager, Hon Hai Precision Industry Co., Ltd.	Chairman and CEO of the Company Chairman, Caswell Inc. Chairman, Dexatek Technology Ltd. Chairman, Ennoconn Investment Holdings Co., Ltd. Chairman, Ennorise Corporation Chairman, Innovative Systems Integration Limited (HK) Chairman, Poslab Technology Corporation Chairman, AIS Cayman Technology Group Chairman, Ennoconn International Investment Co., Ltd. Chairman and CEO, Nera Telecommunications Ltd. Chairman, Ennovision INC. Director, Ennoconn Solutions Singapore Director, EnnoAI Singapore Director, Marketech International Corporation Director, Goldtek Technology Co., Ltd. Director, EnnoMech Precision Co., Ltd. Director, Ennoconn (Suzhou) Technology Co., Ltd. Director, Vecow Co., Ltd. Director, Kontron AG Director, Ennoconn Thailand Co. Ltd. Director, Shinpu Star Venture Capital Co., Ltd.	None	None	None	Note 1
Director	Baoxin International Investments Ltd.	-	R.O.C.	2007.03.12	2025.05.29	3	33,178,779	24.12%	33,178,779	22.74%	0	0%	0	0%	-	Chief Legal Officer and Chief Risk Management Officer, Hon Hai Precision Industry Co., Ltd.	None	None	None	None
	Representative: Fang, Guang-Yeu	Male /61~65	R.O.C.	2025.05.29	2025.05.29	3	0	0%	3,000	0%	0	0.00%	0	0%	Double Master of Laws, New York University, USA Bachelor of Laws, Soochow		None	None	None	None

II. Corporate Governance Report

Title	Name	Gender/Age	Nationality or Place of Registration	Date First Elected	Date Elected	Term	Shares Held Upon Election		Shares Held Currently		Shares Held by Spouse & Minor of Shareholders		Shares Held by Nominees		Experience and Education	Other Position Concurrently Held at the Company or Other Companies	Executives, Directors or Supervisors who are Spouses or Within the Second Degree of Kinship			Remarks
							Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %			Title	Name	Relationship	
	Baoxin International Investments Ltd.	-	R.O.C.	2007.03.12	2025.05.29	3	33,178,779	24.12%	33,178,779	22.74%	0	0%	0	0%	University Chief Legal Officer and Chief Risk Management Officer, Hon Hai Precision Industry Co., Ltd.					
Director	Representative: Chang, Chuan-Wang	Male /51~60	R.O.C.	2022.06.23	2025.05.29	3	0	0%	0	0%	0	0%	0	0%	EMBA, Feng Chia University Associate Manager of Operation Management Department, Hon Hai Precision Industry Co., Ltd.	Director, Foxconn Interconnect Technology, Ltd. Director, Jusda International Logistics (Taiwan) Co., Ltd. Director, JUSDA INTERNATIONAL LOGISTICS (TAIWAN) CO., LTD. Director, FIH Mobile Limited Director, Circutech International Holdings Limited Director, Maxnerva Technology Service Inc. Director, Hongfujin Precision Industry (Shenzhen) Co., Ltd.	None	None	None	None
Independent Director	Chan, Hsin-I	Female /51~60	R.O.C.	2022.06.23	2025.05.29	3	0	0%	0	0%	0	0%	0	0%	Master of Business Administration, National Taiwan University Master of Science in Financial Management, Boston University, USA Bachelor of Accounting, National Taiwan University Chairman, HUANG HUEI Biotechnology CORP.	Chairman, HUANG HUEI Biotechnology CORP. Chairman, SHUO jen li HSIN Corp. Director, CHIEN HSING TECHNOLOGY CORP. Director, Asia Pacific Anti-Additive Association Taiwan Office Independent Director, Kanpai Co., Ltd. Independent Director, LOYALTY FOUNDER ENTERPRISE CO., LTD. Independent Director, SmaDay Technology Co., Ltd.	None	None	None	None
Independent Director	Wen, Miao-Hsin	Female /61~65	R.O.C.	2022.06.23	2025.05.29	3	0	0%	0	0%	0	0%	0	0%	MBA, Rutgers Business School, USA Former Vice President, Citibank Financial Markets and Securities Services Group	None	None	None	None	
Independent Director	Shao, Chien-Hua	Female /61~65	R.O.C.	2025.05.29	2025.05.29	3	0	0%	0	0%	0	0%	0	0%	Masters, Department of Business Administration,	Chairman, Tsai Ying Investment Co., Ltd. Independent Director, Caswell Inc.	None	None	None	None

II. Corporate Governance Report

Title	Name	Gender/Age	Nationality or Place of Registration	Date First Elected	Date Elected	Term	Shares Held Upon Election		Shares Held Currently		Shares Held by Spouse & Minor of Shareholders		Shares Held by Nominees		Experience and Education	Other Position Concurrently Held at the Company or Other Companies	Executives, Directors or Supervisors who are Spouses or Within the Second Degree of Kinship			Remarks
							Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %			Title	Name	Relationship	
														National Chung Hsing University Vice President, Hanyou Investment Advisory Co., Ltd.	Independent Director, Insyde Software Corp.					
Independent Director	Liu, Shui-En	Male /61~65	R.O.C.	2025.05.29	2025.05.29	3	0	0%	0	0%	0	0%	0	0%	Master of Accounting, Soochow University Director, Chief Operating Officer, and Practicing CPA, Deloitte & Touche	Practicing Certified Public Accountant, Laiyuan United CPA Firm Independent Director, MERCURIES DATA SYSTEMS LTD. Independent Director, Alexander Marine Co., Ltd. Independent Director, UP YOUNG CORNERSTONE CORP. Supervisor, Taroko Development Corporation	None	None	None	None

Note 1: When the Chairman and the President or equivalent (highest-ranking managerial officer) are the same person, spouses, or first-degree relatives, the reasons, reasonableness, necessity, and future improvement measures (such as increasing the number of Independent Directors, and ensuring that more than half of the Directors do not concurrently serve as employees or Managerial officers) shall be disclosed:

The Company's Chairman concurrently serves as Chief Executive Officer in order to enhance operational efficiency and decision-making execution. However, to strengthen the independence of the Board Of Directors, the Company has been actively cultivating suitable candidates internally. In addition, the Chairman maintains close communication with all Directors regarding the Company's operational status and strategic plans to implement corporate governance. In the future, the Company also plans to increase the number of Independent Director seats to enhance Board Of Directors functionality and strengthen its supervisory role.

At present, the Company has the following specific measures:

1. The current independent directors have expertise in financial accounting and the industry, respectively, and can effectively perform their supervisory functions.
2. Every year, all directors are arranged to participate in professional director courses of external institutions to enhance the operational effectiveness of the Board of Directors and functional committees.
3. The independent directors can fully discuss and put forward suggestions in all functional committees for the reference of the Board of Directors to implement corporate governance.
4. More than half of the Board of Directors do not concurrently serve as employees or managerial officers.

1. Major Corporate Shareholders:

Name of Corporate Shareholder	Major Shareholders of Corporate Shareholders
Baoxin International Investments Ltd.	Hon Hai Precision Industry Co., Ltd.

Note: Directors are corporate shareholders.

2. Major shareholders that are legal entities and their major shareholders:

Name of Corporate Shareholder	Major Shareholders of the Legal Entity
Hon Hai Precision Industry Co., Ltd.	Gou, Terry (12.40%) Labor Pension Fund (1.77%) CTBC Bank in custody for Yuanta/P-shares Taiwan Top 50 ETF (1.68%) Standard Chartered Bank Custody Liechtenstein Bank Investment Account (1.30%) Standard Chartered Bank in custody for Vanguard Total International Stock Index Fund (1.26%) Vanguard Emerging Markets Stock Index Fund (1.20%) Citibank (Taiwan) Custody for iShares MSCI Emerging Markets ETF Investment Account (0.99%) Dedicated investment account of Norges Bank managed by Citibank on a trust basis (0.96%) Investment account in the Singaporean government in the in the custody of Citibank (0.93%) Standard Chartered International Commercial Bank Business Department, as Trustee for Advanced Trust Company Institutional Complete International Stock Market Index Trust II Investment Account (0.63%)

Note: Data as of Hon Hai (Foxconn) book closure date March 31, 2026.

3. Professional Qualifications of Directors and Independence of Independent Directors:

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Number of Other Public Companies where the Individual Concurrently serves as an Independent Director
Chu, Fu-Chuan	Chairman Chu, Fu-Chuan graduated from the Department of Electronic Engineering, St. John's University, and served as the Senior Associate Manager of Hon Hai Precision Industry Co., Ltd. He has operational judgment, business and crisis management capabilities, knowledge in the industry, international market perspective, leadership and decision making, and has no circumstances set forth in any of the items under Article 30 of the Company Act.	N/A	N/A
Baoxin International Investments Ltd. Representative: Chang, Chuan-Wang	Director Chang Chuan -Wang graduated from EMBA Program of Feng Chia University. Currently, he is an associate manager of Hon Hai Precision Industry Co., Ltd, with extensive operational determination, management skills, crisis management skills and industrial knowledge, and has no circumstances set forth in any of the items under Article 30 of the Company Act.	N/A	N/A
Baoxin International Investments Ltd. Representative: Fang, Guang-Yeu	Director Fang, Guang-Yeu holds a dual Master of Laws degree from New York University in the United States. He currently serves as General Counsel and Chief Risk Officer of Hon Hai Precision Industry Co., Ltd., and possesses strong operational judgment, management capabilities, crisis management skills, and industry knowledge, and has no circumstances set forth in any of the items under Article 30 of the Company Act.	N/A	N/A
Chan, Hsin-I	Chan, Hsin-I, an independent director, graduated from the School of Management of Taiwan University with an MBA degree, National Taiwan University and an MSF degree from Boston	The Company's four Independent Directors are elected through a candidate nomination system in accordance with the Company's Articles Of Incorporation and the Corporate Best Governance Best-	3

II. Corporate Governance Report

<p>Qualification</p> <p>Name</p>	<p>Professional Qualifications and Experience (Note 1)</p>	<p>Independence Status (Note 2)</p>	<p>Number of Other Public Companies where the Individual Concurrently serves as an Independent Director</p>
	<p>University. Currently, she acts as the chairman of several companies, including Chairman of HUANG HUEI BIOTECHBOLOGY CORP and Chairman of KEEN UNION INVESTMENT LIMITED. She has extensive accounting and financial analysis skills, operational determination skills, operational management skills, and crisis management skills, and has no circumstances set forth in any of the items under Article 30 of the Company Act.</p>	<p>Practice Principles. During the nomination and selection of Board Of Directors members, the Company has obtained written statements, work experience records, current employment certifications, and kinship relationship forms from each Director to verify and confirm the independence of each Director, their spouse, and relatives within the third degree of kinship in relation to the Company. The Company has further verified that</p>	
<p>Wen, Miao-Hsin</p>	<p>Independent Director Wen, Miao-Hsin graduated from MBA Rutgers Business School, and once served as the Vice President of Citibank Financial Market and Securities Services Business Group, with extensive accounting and financial analysis and crisis management capabilities, and international market perspective, and has no circumstances set forth in any of the items under Article 30 of the Company Act.</p>	<p>the following four Independent Directors, during the two years prior to their appointment and throughout their term of service, have met the qualification requirements set forth in the "Regulations Governing the Appointment and Exercise of Powers by Independent Directors of Public Companies" promulgated by the Financial Supervisory Commission and Article 14-2 of the Securities and Exchange Act.</p>	<p>0</p>
<p>Shao, Chien-Hua</p>	<p>Independent Director Shao, Chien-Hua holds a Master's degree in Business Administration from National Chung Hsing University. He previously served as Vice President of Hanyou Investment Advisory Co., Ltd. and currently serves as Chairman of Tsai Ying Investment Co., Ltd. He possesses strong accounting and financial analysis capabilities, management capabilities, crisis management skills, industry knowledge, international market perspective, leadership skills, and decision-making abilities, and has no circumstances set forth in any of the items under Article 30 of the Company Act.</p>	<p>Furthermore, all Independent Directors have been granted full authority to participate in decision-making and express opinions pursuant to Article 14-3 of the Securities and Exchange Act, thereby independently exercising their relevant powers.</p>	<p>2</p>
<p>Liu, Shui-En</p>	<p>Independent Director Liu, Shui-En holds a Master's degree in Accounting from Soochow University. He previously served as</p>		<p>3</p>

Qualification Name	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Number of Other Public Companies where the Individual Concurrently serves as an Independent Director
	Director, Chief Administrative and Operating Officer, and practicing Certified Public Accountant/CPA at Deloitte & Touche. He possesses strong accounting and financial analysis capabilities, crisis management skills, and international market perspective, and has no circumstances set forth in any of the items under Article 30 of the Company Act.		

Note 1: The professional qualifications and experience of individual directors and supervisors shall be specified. If any of them is a member of Audit Committee and have accounting or financial expertise, his/her accounting or financial background and work experience shall be specified, and it shall be specified that if any situation specified in Article 30 of the Company Act occurred to him/her.

Note 2: Independent Directors should explain how they meet independence requirements, including but not limited to: whether they, their spouses, or relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliates; the number and percentage of shares held by them, their spouses, or relatives within the second degree of kinship (or under others' names); whether they serve as directors, supervisors, or employees of companies with specific relationships with the Company (refer to Article 3, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of compensation received in the past two years for providing business, legal, financial, accounting, or other services to the Company or its affiliates.

4. Diversity and Independence of the Board of Directors:

Diversity Policy for Board Members

Following Article 20 of the Company's Corporate Governance Best Practice Principles, diversity should be considered in the Board of Directors' composition. It is advisable that directors concurrently serve as the Company's managerial officers not exceed one-third of the directors' seats. An appropriate diversification policy should be formulated based on its own operation, business type, and development needs. It should include but not limited to the following two major standards:

- (1) Basic conditions and values: gender, age, nationality, and culture.
- (2) Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

The members of the Board of Directors shall have the knowledge, skills, and accomplishments necessary to perform their duties. To achieve the ideal goal of corporate governance, the overall Board of Directors should have the following capabilities:

- (1) Operating judgment abilities.
- (2) Accounting and financial analysis abilities.
- (3) Business management abilities.

- (4) Crisis management abilities.
- (5) Industry knowledge.
- (6) International market perspective abilities.
- (7) Leadership abilities.
- (8) Decision-making abilities.

The current Board of Directors of the Company is composed of seven directors, including four independent directors. The members have experience and expertise across the fields of financial accounting, management, and the industrial computer industry. The Company formulates and implements a diversification policy for the Board of Directors' members to improve the Company's Board structure.

Name	Operating Judgment Ability	Accounting and Financial Analysis Abilities	Business Management Ability	Crisis Management Ability	Corporate Sustainability Knowledge	Global Market Perspective	Leadership Ability	Decision-Making Ability
Chu, Fu-Chuan	√		√	√	√	√	√	√
Chang, Chuan-Wang	√		√	√	√	√	√	√
Fang, Guang-Yeu	√		√	√	√	√	√	√
Chan, Hsin-I		√	√	√	√		√	√
Wen, Miao-Hsin		√			√			
Liu, Shui-En		√			√			
Shao, Chien-Hua	√	√	√	√	√		√	√

Board of Directors Diversity Management Goals

The Company also places importance on gender equality in the composition of Board Of Directors members. The target ratio for female Directors has been set at 30% or above. The Board Of Directors supports and oversees actions taken by management to increase the proportion of female senior managerial officers, and will continue to achieve the aforementioned target at the Annual Shareholders' Meeting for Director elections in 2025. Currently, there are 7 directors, including 3 female directors, with a ratio of 42.86%.

Achievement Status of Board Members

The implementation status of the diversification of the Company's Board members is summarized in the following table:

Core items of diversity	Basic Composition										Experience in the Industry				Professional Capabilities			
	Nationality	Gender	Concurrently Serve as the Company's Employee	Age				Independent Director's Tenure			Industrial Computer	Computer and Peripheral Equipment	Legal Risk Management	Finance, Accounting, and Banking	Business Management	Financial Accounting	Information Technology	Risk Control and Management
				Under 50	51 to 55	56 to 60	61 to 65	Under 3 years	3 to 9 years	Over 9 years								
Name of Directors																		
Chu, Fu-Chuan	R.O.C.	Male	V				V				V	V			V		V	V
Chang, Chuan-Wang	R.O.C.	Male			V						V			V		V		
Fang, Guang-Yeu	R.O.C.	Male				V					V	V		V		V		V
Chan, Hsin-I	R.O.C.	Female		V			V						V	V	V			
Wen, Miao-Hsin	R.O.C.	Female				V	V						V		V			V
Liu, Shui-En	R.O.C.	Male				V	V						V		V			V
Shao, Chien-Hua	R.O.C.	Female				V	V						V	V	V			

5. Performance Evaluation of board of directors and its Relationship with Remuneration:

The Company has established the "Performance Evaluation Measures for the Board of Directors" since Dec. 26, 2012, and regularly carried out the Board of Directors' members' self-performance evaluation every year. The evaluation indicators include compliance with relevant laws and regulations, participation in the Company's operations, compliance with

"Evaluation Measures for the Board of Directors" on Nov. 11, 2020, stipulating that the Board of Directors should conduct at least one performance evaluation for the Board, the Board of Directors' members, and the functional committees every year. The internal evaluation shall be conducted at the end of each year, and the performance evaluation of the current year shall be conducted following these measures.

The measurement items for the performance evaluation of the Board of directors include the following five aspects: Degree of participation in the Company's operations.

- (1) Improvement in the quality of the Board's decision-making.
- (2) Board of Directors' composition and structure.
- (3) Directors' election and continuing education.
- (4) Internal control.

The measurement items for the performance evaluation of Board of Directors' members include the following six aspects:

- (1) Understanding of the Company's goals and objectives.
- (2) Recognition of directors' responsibilities
- (3) Degree of participation in the Company's operations.
- (4) Internal relationship management and communication.
- (5) Director's professionalism and continuing education.
- (6) Internal control.

The measurement items for the performance evaluation of the functional committees include the following five aspects:

- (1) Degree of participation in the Company's operations.
- (2) Recognition of the functional committees' responsibilities.
- (3) Improvement in the quality of the functional committees' decision-making.
- (4) Functional committees' composition and member election
- (5) Internal control.

The internal performance evaluation is carried out by the Finance Department using an internal questionnaire. Based on the the operation and participation of the Board of Directors and all functional committees, directors evaluate the operations of the Board of Directors and the functional committees, directors would also assess their own participation. The above performance evaluation results will serve as a reference for selecting or nominating directors and as a basis for determining their individual salaries and remuneration.

The Company completed the internal performance evaluations of the Board of Directors, Board members, and Functional Committees for 2025 in the first quarter of 2026, and commissioned the Taiwan Corporate Governance Association to conduct the external performance evaluation of the Board of Directors for 2025. The results of both the internal and external performance evaluations for 2025 were submitted to the Board of Directors on March 13, 2026.

II. Corporate Governance Report

External Evaluator	Evaluation Year	Evaluation Scope	Report Date	Evaluation and Report Summary
Taiwan Corporate Governance Association	2025	Board of Directors and functional committees	2026.01.29	https://www.ennoconn.com/tw/performance-evaluation-of-board-of-directors/
	Suggestions for Improvement		The Company's Improvement Plans and Actions	
	1. It is recommended that the Company establish a written policy for the diversified development of senior management. 2. It is recommended that the Company establish procedures for reporting major contingency events.		1. The Company will formulate the relevant policies by the end of 2026. 2. The Company will formulate the relevant policies by the end of 2026.	

The Company completed the internal performance evaluation of the board of directors, board members, and functional committees for the year 2025 in the first quarter of 2026, and reported the evaluation results to the board of directors on March 13, 2026.

Internal Performance Evaluation	Evaluation Unit	Evaluation Period	Evaluation Indicators	2025 Evaluation Results
Performance evaluation of board of directors	All current directors	2025 full year	(1) Degree of participation in the Company's operations. (2) Improvement in the quality of the Board's decision-making. (3) Board of Directors' composition and structure. (4) Directors' election and continuing education. (5) Internal control.	93.5
Performance evaluation of board of directors	Agenda unit	2025 full year	(1) Understanding of the Company's goals and objectives. (2) Recognition of directors' responsibilities. (3) Degree of participation in the Company's operations. (4) Internal relationship management and communication. (5) Director's professionalism and continuing education. (6) Internal control.	99.1
Performance evaluation of Audit Committee	Current committee members	2025 full year	(1) Understanding the Company's goals and missions. (2) Understanding of the responsibilities of the Audit Committee. (3) Enhancement of the quality of decision-making of the Audit Committee. (4) Composition and selection of Audit Committee members. (5) Internal control.	93.0
Performance evaluation of Remuneration Committee	Current committee members	2025 full year	(1) Understanding the Company's goals and missions. (2) Understanding of the responsibilities of the Remuneration Committee.	93.3

Internal Performance Evaluation	Evaluation Unit	Evaluation Period	Evaluation Indicators	2025 Evaluation Results
			(3) Enhancement of the quality of decision-making of the Remuneration Committee. (4) Composition and selection of Remuneration Committee members. (5) Internal control.	
Performance evaluation of Sustainable Development Committee	Current committee members	2025 full year	(1) Understanding the Company's goals and missions. (2) Understanding of the responsibilities of the Sustainable Development Committee. (3) Enhancement of the quality of decision-making of the Sustainable development Committee. (4) Composition and selection of Sustainable Development Committee members. (5) Internal control.	92.1

According to Article 20 of the Articles of Incorporation, the remuneration of the Company's directors may not exceed 2% of the current year's profit as the directors' remuneration of the current year. Reasonable remuneration shall be given considering the Company's operational results and its contributions to the Company's performance. The procedures for determining remuneration are based on the results of the director's performance evaluation. In addition to taking into account the Company's overall operating performance and ESG performance, it also refers to the individual's performance achievement rate and contributions to the Company's performance to provide reasonable remuneration. The relevant performance appraisal and remuneration The remuneration system is reviewed in due course depending on the actual operating conditions and the relevant laws and regulations to balance the Company's sustainable management and risk control.

6. The Succession Plan and Implementation Status for Board Members and Key Management level:

(1) Board of Directors' members:

A. Succession plan:

Members of the Board of Directors should consider diversity, taking into account the company's operational development scale and major shareholders' shareholding status, and assess actual operational needs; besides the required knowledge and academic/professional background of directors, the proportion of Independent Directors among board seats should also be considered.

B. Implementation status:

Through senior managerial officers' participation in various seminars, etc., to seek potential candidates from industry talents or contacts and evaluate their suitability.

(2) Important management levels:

A. Succession plan:

The Company's succession plan foremost conducts a prudent assessment of the current status of the organization, the characteristics of the position and the organization, and the possible future strategic direction of the Company to determine the talents that are in line with the organization's strategic direction to develop future talents, and draw up senior management that meets the succession plan.

The Company will provide multiple kinds of training for senior management, including courses-based training, development of leadership, as well as cross-functional and change management capabilities and other training courses, and will formulate career development plans for senior management, and increase job development opportunities by virtue of secondment, dispatching, etc. to improve leadership.

The Company will regularly review the performance of senior management to assess the suitability of successors.

B. Implementation status:

Since 2019, we have reviewed the succession status of the Company's senior management every year, based on the results of the review to discuss with the chairman and adjust the succession plan. At the same time, we attempt to find external talents to join the Company as necessary.

(2) Information on President, Vice Presidents, Associate Managers, and Heads of Departments and Branches:

March 31, 2025 Unit: shares; %

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shares Held		Shares Held by Spouse & Minor of Shareholders		Shares Held by Nominees		Professional Qualifications and Experience	Other Positions Concurrently Held at Other Companies	Managerial Officers with Spouses or Within the Second Degree of Kinship			Remarks
					Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %			Title	Name	Relationship	
CEO	R.O.C.	Chu, Fu-Chuan	Male	2011.06.11	726,726	0.50%	0	0%	0	0%	Department of Electronic Engineering, St. John's University Senior Associate Manager, Hon Hai Precision Industry Co., Ltd.	Chairman and CEO of the Company Chairman, Caswell Inc. Chairman, Dexatek Technology Ltd. Chairman, Ennoconn Investment Holdings Co., Ltd. Chairman, Ennorise Corporation Chairman, Innovative Systems Integration Limited (HK) Chairman, Poslab Technology Corporation Chairman, AIS Cayman Technology Group Chairman, Ennoconn International Investment Co., Ltd. Chairman and CEO, Nera Telecommunications Ltd. Chairman, Ennovision INC. Director, Ennoconn Solutions Singapore Director, EnnoAI Singapore Director, Marketech International Corporation Director, Goldtek Technology Co., Ltd. Director, EnnoMech Precision Co., Ltd. Director, Ennoconn (Suzhou) Technology Co., Ltd. Director, Vecow Co., Ltd.	None	None	None	Note 1 (Identical to Note 1 on Page 8)

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shares Held		Shares Held by Spouse & Minor of Shareholders		Shares Held by Nominees		Professional Qualifications and Experience	Other Positions Concurrently Held at Other Companies	Managerial Officers with Spouses or Within the Second Degree of Kinship			Remarks
					Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %			Title	Name	Relationship	
												Director, Kontron AG Director, Ennoconn Thailand Co. Ltd. Director, Shinpu Star Venture Capital Co., Ltd.				
President	R.O.C.	Tsai, Neng-Chi	Male	2019.12.19	35,000	0.02%	0	0%	366,726	0.25%	Master of Business Administration, West Coast University, USA President, American Industrial Systems Inc.	President of the Company Chairman, American Industrial Systems Inc. Chairman, Vecow Co., Ltd. Chairman, Ennoconn México, S. de R.L. de C.V. Chairman, Ennoconn Chile SpA Chairman, Ennoconn Peru, S.A.C. Director, AIS Cayman Technology Group Director, Ennoconn International Investment Co., Ltd. Director, Caswell Inc. Director, Poslab Technology Corporation Director, Marketech International Corporation Director, ARBOR Technology Corporation Director, Ennowell Co., Ltd. Director, Ennorise Corporation Director, cacaFly Int'l Media Co. Director, Ennoconn (Suzhou) Technology Co., Ltd. Director, Ennoconn Philippines Corporation Director, Ennoconn India Corporation Director, Ennoconn	None	None	None	Shares held under another person's name are custody accounts held by the bank on behalf of the individual

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shares Held		Shares Held by Spouse & Minor of Shareholders		Shares Held by Nominees		Professional Qualifications and Experience	Other Positions Concurrently Held at Other Companies	Managerial Officers with Spouses or Within the Second Degree of Kinship			Remarks
					Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %			Title	Name	Relationship	
												Australia Pty. Ltd. Director, Ennoconn New Zealand Ltd.				
President, Mainland China Branch	R.O.C.	Lou, Chao-Tsung	Male	2021.09.01	220,914	0.15%	0	0%	0	0%	Department of Business Management, Feng Chia University Engineering Management, Nan Ya Plastics Corporation Vice President, Business Management, Hon Hai Precision Industry Co., Ltd.	President, Mainland China Branch of the Company Chairman, Ennoconn (Suzhou) Technology Co., Ltd. Chairman, Ennomech Precision Co., Ltd. Chairman, Ennoconn (Foshan) Investment Co., Ltd. Chairman, Ennoconn Investment Co., Ltd. Chairman, Zhongsheng Huachi New Energy (Suzhou) Co., Ltd. Chairman and President, Goldtek Technology (Shenzhen) Co., Ltd. Director, Suzhou Heguangshidu Intelligent Equipment Co., Ltd. Chairman, Ennoconn Smart Link (Suzhou) Technology Co., Ltd. Director, Ennoconn International Investment Co., Ltd. Director, Marketech International Corporation Director, Goldtek Technology Co., Ltd. Director, Caswell Inc. Director, Ennoconn Malaysia SDN.BHD. Director, Suzhou Huake Visual Technology Co., Ltd.	None	None	None	None
Associate Manager,	R.O.C.	Chang, Sheng-	Male	2019.12.16	8,000	0.01%	0	0%	0	0%	Department of Industrial	None	None	None	None	

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shares Held		Shares Held by Spouse & Minor of Shareholders		Shares Held by Nominees		Professional Qualifications and Experience	Other Positions Concurrently Held at Other Companies	Managerial Officers with Spouses or Within the Second Degree of Kinship			Remarks
					Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %			Title	Name	Relationship	
R&D Center		Hsiung									Engineering, National Taipei University of Technology R&D Manager of ADLINK Technology Inc.					
CFO	R.O.C.	Chuang, Tsung-Hsien	Male	2022.08.22	0	0.00%	0	0%	0	0%	New York University MBA-Finance Accounting Department, National Taiwan University CFO, Tatung Medical & Healthcare Technologies Co., Ltd.	Director, Marketech International Corporation Supervisor, Ennoconn International Investment Co., Ltd. Supervisor, EnnoFill Power Co., Ltd.	None	None	None	None
Associate Manager, IT Department	R.O.C.	Chang, Wen-Ta	Male	2021.09.01	10,000	0.01%	0	0%	0	0%	Department of Business Management, Chung Yuan Christian University	None	None	None	None	None
Corporate Governance Officer	R.O.C.	Chou, Hung-Chih	Male	2022.08.22	0	0.00%	0	0%	0	0%	MBA, Imperial College London, UK Department of Industrial Management, National Taiwan University of Science and Technology IPCD Senior Manager, Hon Hai Precision Industry Co., Ltd.	None	None	None	None	None

(3)

Remuneration Paid to Directors (Including Independent Directors), President, and Vice Presidents in the Most Recent Year:

1. Remuneration to Directors (Including Independent Directors):

December 31, 2025 Unit: NT\$ thousand

Title	Name	Remuneration to Directors								Ratio of Total Amount of A, B, C and D in Net Profit After Tax (%) (Note 5)		Remuneration of Concurrent Employees								Ratio of Total Amount of A, B, C, D, E, F and G in Net Profit After Tax (%)		Remuneration Received from Parent Company or Investee Other than Subsidiaries
		Remuneration (A) (Note 1)		Retirement Pension (B) (Note 2)		Director's Remuneration (C) (Note 3)		Business Execution Expenses (D) (Note 4)				Salary, Bonuses, and Special Allowances, etc. (E) (Note 6)		Retirement Pension (F)		Employee Compensation (G) (Note 7)						
		The Company	All Companies Included in the Financial Report	The Company	All Companies Included in the Financial Report	The Company	All Companies Included in the Financial Report	The Company	All Companies Included in the Financial Report	The Company	All Companies Included in the Financial Report	The Company	All Companies Included in the Financial Report	The Company	All Companies Included in the Financial Report	Cash Amount	Stock Amount	Cash Amount	Stock Amount	The Company	All Companies Included in the Financial Report	
Chairman	Chu, Fu-Chuan																					
Director	Baoxin International Investments Ltd.																					
Director	Baoxin International Investments Ltd. Representative: Chang, Chuan-Wang	0	0	0	0	2,600	9,980	1,785	2,575	4,385	12,555	52,114	52,114	0	0	32,250	0	32,250	0	88,749	94,734	
Director	Baoxin International Investments Ltd. Representative: Fang, Guang-Yeu																					
Director (Note 8)	Baoxin International Investments Ltd. Representative: Hung, Mei-Huei									0.14	0.39									2.76	3.02	
Independent Director	Chan, Hsin-I																					
Independent Director	Wen, Miao-Hsin																					
Independent Director	Shao, Chien-Hua									5,560	5,560									5,560	5,560	
Independent Director	Liu, Shui-En	0	0	0	0	3,400	3,400	2,160	2,160			0	0	0	0	0	0	0	0			0
Independent Director (Note 8)	Su, Yu-Hui																					
Independent Director (Note 8)	Tu, Huang-Hsu									0.17	0.17									0.17	0.17	

1. Please describe the policy, system, standards, and structure for Independent Director compensation, and explain the correlation between compensation amounts and factors such as responsibilities, risks, and time commitment: In addition to considering the results of the Performance Evaluation of board of directors, the Independent Directors' compensation of the Company is determined based on the provisions of the Articles of Incorporation, taking into account the Director's level of participation in company operations and contribution value, and is submitted to the Board of Directors for resolution according to industry standards.

2. In addition to that disclosed in the above table, remuneration received by the Company's directors for providing services to all companies included in the financial statements (such as serving as a non-employee consultant for the Company's parent company or all companies included in the financial statement or investee, etc.) in the most recent year: None.

Note 1: It refers the remuneration paid to directors in 2025 (including director's salary, job allowance, severance pay, various bonuses, rewards, etc.).

Note 2: This refers to the legally required amount appropriated and paid in 2025.

Note 3: Based on the 2025 Director compensation amount distribution approved by the Company's Board of Directors on March 27, 2025, to be reported at the Annual Shareholders' Meeting on May 29, 2026.

Note 4: It refers to directors' related business execution fees in 2025 (including the remuneration to the representative of corporate director appointed by the Company for its subsidiary, including travel expenses, special fees, allowances, dormitories, vehicle and other material items provided, etc.).

Note 5: Net profit after tax refers to the net profit after tax in the Parent Company Only Financial Statements for 2025.

Note 6: It refers to, including, the salary, job allowance, severance pay, various bonuses, rewards, travel expenses, special fees, allowances, dormitories, vehicle and other material items provided, etc. received by the directors who concurrently serve as employees (including concurrently serving as president, vice presidents, other managerial officers, and employees) in 2025. Salary expenses recognized under IFRS 2 "Share-Based Payment", including employee stock warrant, new restricted employee shares, and participation in subscription of

stocks in cash capital increase, shall also be included in the calculation of remuneration.

Note 7: It refers to employees' compensation received by directors who concurrently serve as employees (including concurrently serving as president, vice presidents, other managerial officers, and employees) for 2025, the distribution of which was approved at the Company's Board of Directors' meeting on March 27, 2026.

Note 8: The Company conducted a full re-election of Directors at the Annual Shareholders' Meeting on May 29, 2025. Hung, Mei-Huei, the former representative of Corporate Director Baoxin International Investments Ltd., Independent Director Su, Yu-Hui, and Independent Director Tu, Huang-Hsu retired upon the expiration of their terms following the re-election.

Following the re-election at the Annual Shareholders' Meeting on May 29, 2025, a total of 7 new Directors were elected, namely Director Chu, Fu-Chuan, 2 seats for Corporate Director Baoxin International Investments Ltd. (with legal representatives Chang, Chuan-Wang and Fang, Guang-Yeu respectively), Independent Director Chan, Hsin-I, Independent Director Wen, Miao-Hsin, Independent Director Shao, Chien-Hua, and Independent Director Liu, Shui-En.

Range of Remuneration

Range of Remuneration Paid to the Company's Directors	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company	All Companies Included in the Financial Report	The Company	All Companies Included in the Financial Report
Less than NT\$1,000,000	Hung, Mei-Huei, Chang, Chuang-Wang, Fang, Guang-Yeu, Shao, Chien-Hua, Liu, Shui-En	Hung, Mei-Huei, Chang, Chuang-Wang, Fang, Guang-Yeu, Shao, Chien-Hua, Liu, Shui-En	Hung, Mei-Huei, Chang, Chuang-Wang, Fang, Guang-Yeu, Shao, Chien-Hua, Liu, Shui-En	Hung, Mei-Huei, Chang, Chuang-Wang, Fang, Guang-Yeu, Shao, Chien-Hua, Liu, Shui-En
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)	Baoxin International Investments Ltd., Su, Yu-Hui, Chan, Hsin-I, Wen, Miao-Hsin, Tu, Huang-Hsu	Baoxin International Investments Ltd., Su, Yu-Hui, Chan, Hsin-I, Wen, Miao-Hsin, Tu, Huang-Hsu	Baoxin International Investments Ltd., Su, Yu-Hui, Chan, Hsin-I, Wen, Miao-Hsin, Tu, Huang-Hsu	Baoxin International Investments Ltd., Su, Yu-Hui, Chan, Hsin-I, Wen, Miao-Hsin, Tu, Huang-Hsu
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	Chu, Fu-Chuan			
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)				
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)				
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)		Chu, Fu-Chuan		
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)				
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)				
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)			Chu, Fu-Chuan	Chu, Fu-Chuan
NT\$100,000,000 and above				
Total	11 members (including one corporate director)	11 members (including one corporate director)	11 members (including one corporate director)	11 members (including one corporate director)

2. Remuneration to President and Vice Presidents:

December 31, 2025 Unit: NT\$ thousand

Title	Name	Salary (A) (Note 1)		Retirement Pension (B) (Note 2)		Bonuses and Special Allowances, etc. (C) (Note 3)		Amount of Employee Compensation (D) (Note 4)				Ratio of Total Amount of A, B, C and D in Net Profit After Tax (%) (Note 5)		Remuneration Received from Parent Company or Investee Other than Subsidiaries	
		The Company	All Companies Included in the Financial Report	The Company	All Companies Included in the Financial Report	The Company	All Companies Included in the Financial Report	The Company		All Companies Included in the Financial Report		The Company	All Companies Included in the Financial Report		
								Cash Amount	Stock Amount	Cash Amount	Stock Amount				
CEO	Chu, Fu-Chuan														
President	Tsai, Neng-Chi	8,892	8,892	216	216	60,660	60,660	44,160	0	44,160	0	113,928	113,928		
President, Mainland China Branch	Lou, Chao-Tsung											3.55	3.55		0

Range of Remuneration

Range of Remuneration Paid to the Company's President and Vice Presidents	Name of President and Vice President	
	The Company	All Companies Included in the Financial Report
Less than NT\$1,000,000		
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)		
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)		
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	Lou, Chao-Tsung	Lou, Chao-Tsung
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)		
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)	Tsai, Neng-Chi	Tsai, Neng-Chi
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)	Chu, Fu-Chuan	Chu, Fu-Chuan
NT\$100,000,000 and above		
Total	3 persons	3 persons

Note 1: The salary, job allowance and severance pay paid to president and vice presidents in 2025 shall be filled out.

Note 2: Refers to the amount legally appropriated and paid in 2025.

Note 3: Various bonuses, rewards, travel expenses, special fees, allowances, dormitories, vehicle and other material items provided and other remuneration to president and vice presidents in 2025 shall be filled out. Salary expenses recognized under IFRS 2 "Share-Based Payment", including employee stock warrant, new restricted employee shares, and participation in subscription of stocks in cash capital increase, shall also be included in the calculation of remuneration.

Note 4: It refers to the distribution of employees' compensation for 2025 approved at the Company's Board of Directors' meeting on March 27, 2026.

Note 5: Net profit after tax refers to the net profit after tax in the Parent Company Only Financial Statements for 2025.

Note 6:

3. Names of Managerial Officers Receiving Employees' Compensation and Distribution Details:

Unit: NT\$ thousand

Title	Name	Stock Amount	Cash Amount	Total	Ratio of total amount in net profit after tax (%)
CEO	Chu, Fu-Chuan	0	47,304	47,304	1.5%
President	Tsai, Neng-Chi				
President, Mainland China Branch	Lou, Chao-Tsung				
Associate Manager, R&D Center	Chang, Sheng-Hsiung				
CFO	Chuang, Tsung-Hsien				
Associate Manager, IT Department	Chang, Wen-Ta				
Corporate Governance Officer	Chou, Hung-Chih				

(4) Specify and compare the ratio of the total remuneration paid to the Company's directors, president and vice presidents by the Company and all the companies included in the Consolidated Financial Statements in the most recent two years in the net profit after tax specified in the Parent Company Only Financial Statements, and specify the remuneration payment policies, standards, combinations, remuneration determination procedures and their relevance with business performance and future risks:

1. Analysis on the ratio of the total remuneration paid to the Company's directors, president and vice presidents by the Company and all the companies included in the Consolidated Financial Statements in the most recent two years in the net profit after tax:

Title \ Year	2024		2025	
	The Company	All the companies included in the Consolidated Financial Statements	The Company	All the companies included in the Consolidated Financial Statements
Ratio of remuneration to directors	3.29%	3.41%	2.93%	3.19%
Ratio of remuneration to president and vice presidents	3.88%	3.88%	3.55%	3.55%

2. Remuneration payment policies, standards, combinations, remuneration determination procedures and their relevance with business performance and future risks:

- (1) Regarding the remuneration of the Company's Directors, in accordance with Article 16 of the Company's Articles Of Incorporation, the remuneration of all Directors is authorized to be determined by the Board Of Directors based on the degree of their participation in the Company's operations and the value of their contributions, regardless of profit or loss, at the level customary in the same industry. In addition, if the Company is profitable in a given year, no more than 2% shall be appropriated as Director compensation in accordance with Article 20 of the Company's Articles Of Incorporation. The Company regularly evaluates directors' remuneration. The performance measurement standards for directors are based on the annual business indicators related to operations, governance, and financial results. The evaluation scope includes: earnings before tax, Board of Directors performance evaluation, customer satisfaction, corporate governance evaluation, and ESG performance. The relevant performance assessments and remuneration reasonableness are all reviewed and approved by the Remuneration Committee and the Board of Directors. The Board of Directors formulates the directors' remuneration distribution proposal and reports it to the Shareholders' Meeting.

The Company's managerial officers' compensation is clearly stipulated in the Company's salary regulations, including various work allowances and bonuses to show appreciation for and reward employees' efforts at work. Related bonuses are also granted based on the Company's annual operating performance, financial situation, operational status, and individual work performance. Additionally, if the Company makes a profit in the current year, no less than 2% shall be allocated as employee compensation in accordance with Article 20 of the Company's Articles of Incorporation. The bonus for managerial officers shall be decided based on the results of the performance evaluation conducted by the Company in accordance with the "Performance Management Regulations". Employees' compensation shall be reviewed by the Remuneration Committee and the Board of Directors, and shall be reported to the Shareholders' Meeting after being resolved by the Board of Directors.

The Company's remuneration evaluation items for directors and managerial officers include financial indicators: target achievement rate, company profitability, revenue contribution, etc.; as well as non-financial indicators: operational management capability, participation in sustainable operations, whether ethical risk events have occurred, corporate governance evaluation and ESG performance, and other important aspects.

The actual amount of remuneration paid to directors and managerial officers in 2025 will be reviewed by the Remuneration Committee and submitted to the Board meeting for decision.

The Company's senior managerial officers' remuneration is linked to ESG-related performance evaluation

Target	Performance Indicators	Description	
		2025	2030
Chief Executive Officer/ President	Financial indicators (30%) Customer indicators (20%) Management indicators (20%) Sustainable development indicators (20%) Learning indicators (10%)	<ul style="list-style-type: none"> • Group financial performance compared to industry standards, such as: three rates on the rise. Enhance industry competitiveness, profitability, and cost budget control. • Expand the Group's international business footprint, focusing on smart city, smart manufacturing, and energy market demands. • Formulation and development of the Group's medium to long-term strategies and objectives, promoting five major transformations (digital, AI, energy, cybersecurity, ESG). • Implement the four strategies of the 2030 sustainability vision, focusing on climate change, green products, sustainable supply chain, corporate governance and human resource costs, to fulfill various ESG initiatives. • Strengthen training for management competencies and ESG awareness. 	
Senior Managerial Officer (ESG Function Director)	Sustainable development indicators (5-10%)	Sustainable procurement management, promotion of renewable energy, climate risk management, human rights due diligence, information security management	Green product design, low-carbon supply chain transformation, ESG risk management
	Learning indicators (5%)	Employee ESG training (climate change issues, carbon pricing, sustainable procurement guidelines)	Employee ESG training (climate change issues, product carbon footprint, operational continuity management), employee career development plan, employee satisfaction survey

ESG Long-Term Performance Goals for the Company's Senior Managerial Officers

Long-term incentive performance goals include future financial indicators, customer indicators, and management indicators, establishing long-term strategies to enhance the group's competitiveness and profitability. Sustainable development and learning indicators together account for 30%, implementing and promoting the four major strategies of the 2030 Sustainability Vision, supervising various ESG initiatives, and achieving domestic and international sustainability assessment results.

- (2) The Company has purchased liability insurance for directors and managerial officers, and there are no litigation cases. In the future, directors are less likely to assume responsibilities, obligations, or liabilities.

2. Corporate Governance Operations Status:

(1) Information on the Operation Status of the Board of Directors:

The Company held 8 Board of Directors' meetings (A) in 2025, with the following attendance by directors:

Title	Name	Number of Attendance in Person (B)	Number of Attendance by Proxy	Actual Attendance Rate (%) (B/A)	Remarks
Chairman	Chu, Fu-Chuan	8	0	100%	None
Director	Baoxin International Investments Ltd. Representative: Chang, Chuan-Wang	7	1	87.5%	None
Director	Baoxin International Investments Ltd. Representative: Fang, Guang-Yeu	4	0	100%	None
Director	Baoxin International Investments Ltd. Representative: Hung, Mei-Huei	4	0	100%	Note 1
Independent Director	Su, Yu-Hui	4	0	100%	Note 1
Independent Director	Chan, Hsin-I	8	0	100%	None
Independent Director	Wen, Miao-Hsin	8	0	100%	None
Independent Director	Shao, Chien-Hua	4	0	100%	None
Independent Director	Liu, Shui-En	4	0	100%	None
Independent Director	Tu, Huang-Hsu	3	1	75%	Note 1

Note 1: The Company held a full re-election of Directors at the Annual Shareholders' Meeting on May 29, 2025. Hung, Mei-Huei, the representative of Corporate Director Baoxin International

II. Corporate Governance Report

Investments Ltd., Independent Director Su, Yu-Hui, and Independent Director Tu, Huang-Hsu stepped down upon the expiration of their terms following the re-election.

A total of 7 new Directors were elected at the Annual Shareholders' Meeting on May 29, 2025, namely Director Chu, Fu-Chuan, 2 seats for institutional Director Baoxin International Investments Ltd. (with legal representatives Chang, Chuan-Wang and Fang, Guang-Yeu respectively), Independent Director Chan, Hsin-I, Independent Director Wen, Miao-Hsin, Independent Director Shao, Chien-Hua, and Independent Director Liu, Shui-En.

Other matters:

1. With regard to the implementation of the Board of Directors, if any of the following circumstances occur, the dates, session of the meetings, contents of proposals, all independent directors' opinions, and the Company's response to such opinions shall be specified:

(1) Matters referred to in Article 14-3 of the Securities and Exchange Act:

Date of Meeting	Major Resolution	Independent Directors' Opinions	The Company's Response to Independent Directors' Opinions
2025.1.15 The 23th Meeting of the 10th Session	(1) Approved the Company's 2025 Annual Operation Plan. (2) Approved the re-election of the 11th term Directors (including Independent Directors) of the Company. (3) Approved the Company's proposal to convene the 2025 Annual Shareholders' Meeting. (4) Approved the Company's endorsement and guarantee for its subsidiary, Vecow Japan Co., Ltd. (5) Approved the issuance of new common shares for the 4th quarter of 2024 due to the conversion of the Company's 4th and 5th domestic unsecured convertible corporate bonds. (6) Approved the proposal for the Company to apply for loan commitments from banks. (7) Approved the Company's Remuneration Regulations for Directors. (8) Approved 2024 year-end performance bonus for managerial officers.	Unanimously approved by all directors present (including independent directors).	No dissenting or qualified opinion from independent directors
2025.3.14 The 24th Meeting of the 10th Session	(1) Approved the Company's 2024 self-prepared consolidated financial statements. (2) Approved the submission of the company's 2024 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System". (3) Approved the Company's proposal to apply for bank credit lines with DBS Bank (Taiwan) and Chang Hwa Bank.	Unanimously approved by all directors present (including independent directors).	No dissenting or qualified opinion from independent directors
2025.3.28 The 25th Meeting of the 10th Session	(1) Approved the Company's 2024 Annual Business Report. (2) Approved the company's 2024 Consolidated Financial Statements and Parent Company Only Financial Statements. (3) Approved the Company's 2024 Annual Related Party Transactions Schedules. (4) Approved the Company's 2024 profit distribution proposal. (5) Approved the company's 2024 cash dividend distribution proposal. (6) Approved the total amount of Directors' remuneration and employee compensation for the Company for 2024.	Unanimously approved by all directors present (including independent directors).	No dissenting or qualified opinion from independent directors

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	<p>(7) Approved the amendments to the Company's "Articles of Incorporation".</p> <p>(8) Approved the proposal to define the scope of entry-level employees of the Company.</p> <p>(9) Approved the Company's Remuneration Regulations.</p> <p>(10) Approved the proposal to revise the Company's "Payroll Cycle", "Sales and Collection Cycle", "Investment Cycle", and "Property Management Procedures".</p> <p>(11) Approved the proposal to nominate the list of candidates for Directors and Independent Directors for the 11th term of the Company.</p> <p>(12) Approved the release of non-competition restrictions for the Company's newly elected directors (including independent directors).</p> <p>(13) Added agenda item for convening the Company's 2025 Annual Shareholders' Meeting.</p> <p>(14) Approved the release of non-competition restrictions for the Company's President.</p>		
<p>2025.5.13 The 26th Meeting of the 10th Session</p>	<p>(1) Approved the Company's Consolidated Financial Statements for the first quarter of 2025.</p> <p>(2) Approved the proposed audit service fees to KPMG for 2025.</p> <p>(3) Approved the proposal for the Company to supplement the public offering and apply for listing of the privately placed domestic unsecured convertible bonds issued in 2021 and the privately placed common shares issued in 2022.</p> <p>(4) Approved the issuance of new common shares for the 1st quarter of 2025 due to the conversion of the Company's 4th and 5th domestic unsecured convertible corporate bonds.</p> <p>(5) Approved the proposal for the Company's 2024 ESG Sustainability Report.</p> <p>(6) Approved the proposal to establish an IFRS Sustainability Disclosure Standards Implementation Project Team.</p> <p>(7) Approved the proposal to abolish the Company's 'Sustainable Development Committee Charter' and to establish the 'Sustainable Development and Nomination Committee Charter'.</p> <p>(8) Approved the proposal for Company's cash capital increase in its subsidiary, Ennoconn Solutions Singapore PTE. LTD.</p> <p>(9) Approved the proposal for the Company to provide endorsements and guarantees for 4 APAC region subsidiaries.</p> <p>(10) Approved the proposal for the Company to provide endorsements and guarantees for its subsidiary American Industrial Systems Inc. (hereinafter referred to as "AIS").</p> <p>(11) Approved the proposal for the Company to apply for loan commitments from seven banks.</p>	<p>Unanimously approved by all directors present (including independent directors).</p>	<p>No dissenting or qualified opinion from independent directors</p>
<p>2025.5.29 The 1st Meeting of the 11th Session</p>	<p>(1) Approved the proposal to elect the Chairman.</p> <p>(2) Approved the proposal to appoint members of the 6th Remuneration Committee of the Company.</p> <p>(3) Approved the proposal to appoint members of the 2nd Sustainable Development and Nomination Committee of the Company.</p>	<p>Unanimously approved by all directors present (including independent</p>	<p>No dissenting or qualified opinion from independent directors</p>

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		directors).	
2025.8.12 The 2nd Meeting of the 11th Session	<ul style="list-style-type: none"> (1) Approved the Company's Consolidated Financial Statements for the second quarter of 2025. (2) Approved the proposal for the Company to prepare a plan to enhance corporate value. (3) Approved the Company's detailed distribution of directors' remuneration in 2024. (4) Approved the Company's distribution of compensation to managerial officers in 2024. (5) Approved the salary adjustment plan for managerial officers. (6) Approved the proposal for the Company to apply for loan commitments from four banks. (7) Approved the proposal for the Company to acquire common shares of "Kontron AG" directly or through subsidiaries. 	Unanimously approved by all directors present (including independent directors).	No dissenting or qualified opinion from independent directors
2025.8.26 The 3rd Meeting of the 11th Session	<ul style="list-style-type: none"> (1) Approved the proposal to revise the issuance and conversion terms of Ennoconn's 1st domestic privately placed unsecured convertible bonds issued in 2021 to Ennoconn's 6th domestic unsecured convertible bonds issuance and conversion terms. (2) Approved the proposal for the Company to apply for loan commitments from seven banks. 	Unanimously approved by all directors present (including independent directors).	No dissenting or qualified opinion from independent directors
2025.11.13 The 4st Meeting of the 11th Session	<ul style="list-style-type: none"> (1) Approval of the Company's Consolidated Financial Statements for the third quarter of 2025. (2) Approved the assessment of CPA's independence and competence. (3) Approved the evaluation of the qualifications and independence of the Company's independent directors. (4) Approved the Audit Plan for 2026. (5) Approved the proposal to revise the Company's "Procedures for Acquisition or Disposal of Assets", "Sustainable Development Best Practice Principles", "Operating Procedures for the Preparation and Assurance of Sustainability Reports", and "Electronic Data Processing Operations". (6) Approved the Company's proposed ESG implementation goals in 2026. (7) Approved the issuance of new common shares for the 3rd quarter of 2025 due to the conversion of the Company's 4th domestic unsecured convertible corporate bonds. (8) Approved the proposal for the Company to provide additional endorsements and guarantees for its subsidiary Ennoconn Solutions Singapore PTE LTD. (hereinafter referred to as "ESS"). (9) Approved the proposal for the Company to apply for loan commitments from three banks. 	Unanimously approved by all directors present (including independent directors).	No dissenting or qualified opinion from independent directors
<p>(2) Apart from the aforementioned matters, other Board of Directors' resolutions where Independent Directors had objections or reservations with records or written statements: The Company has implemented the provisions of Article 14-3 of the Securities and Exchange Act, and there were no situations where Independent Directors had objections or reservations as aforementioned</p> <p>2. Regarding recusals of directors from voting on proposal due to conflicts of interests, the names of the directors, contents of proposals, reasons for recusal, and participation in voting shall be specified.</p>			

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Date of the Board Meeting	Name of Directors	Contents of Proposal	Reason for Recusal	Participation in Voting
2025.1.15	Director Chu, Fu-Chuan	Deliberated 2024 year-end performance bonus for managerial officers	Personal interest	According to the relevant laws, to avoid potential conflicts of interest, whether actual or perceived, members should remain vigilant and avoid participating in discussion and voting.
2025.8.12	Director Chu, Fu-Chuan, Director Chang, Chuan-Wang, Independent Director Chan, Hsin-I, Independent Director Wen, Miao Hsin	Deliberated the Company's detailed distribution of directors' remuneration in 2024	Personal interest	According to the relevant laws, to avoid potential conflicts of interest, whether actual or perceived, members should remain vigilant and avoid participating in discussion and voting.
2025.8.12	Director Chu, Fu-Chuan	Deliberated the Company's distribution of compensation to managerial officers in 2024	Personal interest	According to the relevant laws, to avoid potential conflicts of interest, whether actual or perceived, members should remain vigilant and avoid participating in discussion and voting.

3. Listed companies should disclose information about the Board of Directors' self (or peer) evaluation, including evaluation cycle and period, scope, method, and content:

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Contents of Evaluation
Once a year	2025/1/1~2025/12/31	Board of Directors Board of Directors' members Functional committees	Internal self-evaluation Self-evaluation by the Board of Directors' members	<p>(1) Performance evaluation of Board of Directors: Degree of participation in the Company's operation, the decision quality of the Board of Directors, Board of Directors' composition and structure, Directors' election and continuing education, and internal control.</p> <p>(2) Performance evaluation of the Individual Board Members: Understanding of the Company's goals and objectives, recognition of directors' responsibilities, degree of participation in the Company's operations, internal relationship management and communication, director's professionalism and continuing education, and internal control.</p> <p>(3) Performance evaluation of the functional committees : Degree of participation in the Company's operations, recognition of the functional committees' responsibilities, the decision quality of the functional committee, composition of the functional committee, the election of the members, and</p>

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				internal control.
Once per three years	2025/1/1~2025/12/31	Board of Directors Functional committees	External evaluation External review appointed Taiwan Corporate Governance Association for evaluation	(1) Protection and equal treatment of shareholders' rights and interests (2) Respect for the rights and interests of stakeholders (3) Information transparency and disclosure (4) Fulfillment of duties of the Board of Directors (5) Sustainable development and governance (6) Corporate governance culture

The Company's 2025 Evaluation Report on the Performance of the Board of Directors, the Board of Directors' Members, and Functional Committees

- (1) In order to implement corporate governance, improve the functions of the Company's Board of Directors, and establish performance objectives to improve the operational efficiency of the Board of Directors, 2025 performance evaluation on the Board of Directors, the Board of Directors' members, and functional committees was conducted in accordance with the Company's "Performance Evaluation Measures of Board of Directors".
- (2) Performance evaluation period: January 1, 2025 to December 31, 2025.
- (3) Participants of self-evaluation questionnaire:
 - A. Self-evaluation questionnaire for the Board of Directors' members' performance evaluation: Completed by the Company's current 7 Directors (including Independent Directors).
 - B. Self-evaluation questionnaire for the performance evaluation of Board of Directors: Completed by the Company's meeting affairs unit.
 - C. Performance self-evaluation questionnaire for functional committees: Completed by the Company's current 4 Independent Directors.
- (4) Internal and external evaluation conclusion

External Performance Evaluation Unit	Evaluation Year	Evaluation Scope	Report Date
Corporate Governance Association	2025	Board of Directors and functional committees	January 29, 2026
Suggestions for Improvement	The Company's Improvement Plans and Actions		Assessment Report URL
1. It is recommended that the Company establish a written policy for the diversified development of senior management. 2. It is recommended that the Company establish procedures for reporting major contingency events.	1. The Company will establish the relevant procedures before the end of this year. 2. The Company will establish the relevant procedures before the end of this year.		https://www.ennoconn.com/tw/performance-evaluation-of-board-of-directors/

Internal Performance Evaluation	Evaluation Unit	Evaluation Year	Evaluation Indicators	Evaluation Results
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Performance evaluation of board of directors	All current directors	2025	(1) Degree of participation in the Company's operations. (2) Improvement in the quality of the Board's decision-making. (3) Board of Directors' composition and structure. (4) Directors' election and continuing education. (5) Internal control.	93.5
Performance evaluation of board of directors	Agenda unit	2025	(1) Understanding of the Company's goals and objectives. (2) Recognition of Directors' responsibilities. (3) Degree of participation in the Company's operations. (4) Internal relationship management and communication. (5) Directors' expertise and continuing education. (6) Internal control.	99.1
Performance evaluation of Audit Committee	Current committee members	2025	(1) Understanding the Company's goals and missions. (2) Understanding of Committee's responsibilities. (3) Improving the quality of Committee decision-making. (4) Composition and selection of Committee members. (5) Internal control.	93.0
Performance evaluation of Remuneration Committee	Current committee members	2025	(1) Understanding the Company's goals and missions. (2) Understanding of Committee's responsibilities. (3) Improving the quality of Committee decision-making. (4) Composition and selection of Committee members. (5) Internal control.	93.3
Performance evaluation of Sustainable Development and Nomination Committee	Current committee members	2025	(1) Understanding the Company's goals and missions. (2) Understanding of Committee's responsibilities. (3) Improving the quality of Committee decision-making. (4) Composition and selection of Committee members. (5) Internal control.	92.1

The Company submitted the above mentioned internal performance evaluation results of the Board of Directors and functional committees for the year 2025 to the board meeting on March 13, 2026.

4. The objectives of strengthening the functions of the Board of Directors for the current year and the most recent year (such as establishing an Audit Committee, enhancing information transparency, etc.) and evaluation of implementation: The Company has established an Audit Committee, Remuneration Committee, and Sustainable Development and Nomination Committee, while simultaneously disclosing the operations of the Board of Directors, Functional Committees, and Directors' continuing education on the Market Observation Post System to investors, achieving immediate and transparent information disclosure.

(2) Operation Status of Audit Committee:

1. Information on the Operation Status of the Audit Committee:

The Company held 7 Audit Committee's meetings (A) in 2025, with the following attendance by independent directors:

Title	Name	Number of Attendance in Person (B)	Number of Attendance by Proxy	Actual Attendance Rate (%) (B/A) (Note 1, Note 2)	Remarks
Independent Director	Chan, Hsin-I	7	0	100%	Re-elected
Independent Director	Wen, Miao-Hsin	7	0	100%	Re-elected
Independent Director	Shao, Chien-Hua	3	0	100%	Note 3
Independent Director	Liu, Shui-En	3	0	100%	Note 3
Independent Director	Su, Yu-Hui	4	0	100%	Note 3
Independent Director	Tu, Huang-Hsu	3	1	75%	Note 3

Note 1: If any independent director resigns before the end of the year, his/her resignation date shall be specified in the remarks column, and his/her actual attendance rate (%), should be calculated and based on the number of audit committee meetings held and the actual number of meetings attended during their tenure.

Note 2: If any independent director is changed before the end of the year, the new and old independent directors shall be filled in, and that he/she is the old, new or re-elected independent director and the change date shall be specified in the remarks column. Actual attendance rate (%) shall be calculated on the basis of the number of Audit Committee's meetings held during his/her tenure and the number of his/her actual attendance in such meetings.

Note 3: The Company conducted a full re-election of Directors at the Annual Shareholders' Meeting on May 29, 2025. Hung, Mei-Huei, the former representative of Corporate Director Baoxin International Investments Ltd., Independent Director Su, Yu-Hui, and Independent Director Tu, Huang-Hsu retired upon the expiration of their terms following the re-election. Following the re-election at the Annual Shareholders' Meeting on May 29, 2025, a total of 7 new Directors were elected, namely Director Chu, Fu-Chuan, 2 seats for Corporate Director Baoxin International Investments Ltd. (with legal representatives Chang, Chuan-Wang and Fang, Guang-Yeu respectively), Independent Director Chan, Hsin-I, Independent Director Wen, Miao-Hsin, Independent Director Shao, Chien-Hua, and Independent Director Liu, Shui-En.

Other matters:

1. With regard to the operation of the Audit Committee, if any of the following circumstances occur, the dates, sessions, contents of disposals, the contents of independent director's dissenting or qualified opinions or significant suggestions, and resolution results of and at Audit Committee's meeting and the Company's response regarding such opinions shall be specified.

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(1) Matters listed in Article 14-5 of the Securities and Exchange Act: These matters have been approved by the Audit Committee and submitted to the Board of Directors.

Date of Meeting	Major Resolution	Resolution of the Audit Committee	The Company's response to the Audit Committee's
2025.1.15 The 22th session of the 4th Audit Committee's review	(1) Approved the submission of newly completed 2024 audit reports of the Company. (2) Approved the Company's endorsement and guarantee for its subsidiary, Vecow Japan Co., Ltd. (3) Approved the issuance of new common shares for the 4th quarter of 2024 due to the conversion of the Company's 4th and 5th domestic unsecured convertible corporate bonds. (4) Approved the proposal for the Company to apply for loan commitments from banks.	Unanimously approved by all members present.	There is no dissenting or qualified opinions from independent director.
2025.3.14 The 23th session of the 4th Audit Committee's review	(1) Approved the Company's 2024 self-prepared consolidated financial statements. (2) Approved the submission of newly completed 2024 and 2025 audit reports of the Company. (3) Approved the submission of the Company's 2024 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System". (4) Approved the proposal for the Company to apply for loan commitments from two banks.	Unanimously approved by all members present.	There is no dissenting or qualified opinions from independent director.
2025.3.28 The 24th session of the 4th Audit Committee's review	(1) Approved the Company's 2024 Annual Business Report. (2) Approved the Company's 2024 Consolidated Financial Statements and Parent Company Only Financial Statements. (3) Approved the Company's 2024 Annual Related Party Transactions Schedules. (4) Approved the Company's 2024 profit distribution proposal. (5) Approved the company's 2024 cash dividend distribution proposal. (6) Approved the amendments to the Company's "Articles of Incorporation". (7) Approved the proposal to define the scope of entry-level employees of the Company. (8) Approved the proposal to revise the Company's "Payroll Cycle", "Sales and Collection Cycle", "Investment Cycle", and "Property Management Procedures". (9) Approved the release of non-competition restrictions for the Company's newly elected directors (including independent directors).	Unanimously approved by all members present.	There is no dissenting or qualified opinions from independent director.
2025.5.13 The 25th session of the 4th Audit Committee's review	(1) Approved the Company's Consolidated Financial Statements for the first quarter of 2025. (2) Approved the proposed audit service fees to KPMG for 2025. (3) Approved the submission of newly completed 2025 audit reports of the Company. (4) Approved the establishment of an IFRS Sustainability Disclosure Standards implementation project team	Unanimously approved by all members present.	There is no dissenting or qualified opinions from independent director.

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	<p>by the Company.</p> <p>(5) Approved the proposal for the Company to supplement the public offering and apply for listing of the privately placed domestic unsecured convertible bonds issued in 2021 and the privately placed common shares issued in 2022.</p> <p>(6) Approved the issuance of new common shares for the 1st quarter of 2025 due to the conversion of the Company's 4th and 5th domestic unsecured convertible corporate bonds.</p> <p>(7) Approved the abolishment of the Company's 'Sustainable Development Committee Charter' and the enactment of the 'Sustainable Development and Nomination Committee Charter'.</p> <p>(8) Approved the proposal for Company's cash capital increase in its subsidiary, Ennoconn Solutions Singapore PTE. LTD.</p> <p>(9) Approved the proposal for the Company to provide endorsements and guarantees for 4 APAC region subsidiaries.</p> <p>(10) Approved the proposal for the Company to provide endorsements and guarantees for its subsidiary American Industrial Systems Inc. (hereinafter referred to as "AIS").</p> <p>(11) Approved the proposal for the Company to apply for loan commitments from seven banks.</p>			
<p>2025.8.12 The 1st session of the 5th Audit Committee's review</p>	<p>(1) Approved the Company's Consolidated Financial Statements for the second quarter of 2025.</p> <p>(2) Approved the submission of newly completed 2025 audit reports of the Company.</p> <p>(3) Approved the proposal for the Company to apply for loan commitments from four banks.</p> <p>(4) Approved the proposal for the Company to acquire common shares of "Kontron AG" directly or through subsidiaries.</p>	<p>Unanimously approved by all members present.</p>	<p>There is no dissenting or qualified opinions from independent director.</p>	
<p>2025.8.26 The 2nd session of the 5th Audit Committee's review</p>	<p>(1) Approved the proposal to revise the issuance and conversion terms of Ennoconn's 1st domestic privately placed unsecured convertible bonds issued in 2021 to Ennoconn's 6th domestic unsecured convertible bonds issuance and conversion terms.</p> <p>(2) Approved the proposal for the Company to apply for loan commitments from banks.</p>	<p>Unanimously approved by all members present.</p>	<p>There is no dissenting or qualified opinions from independent director.</p>	
<p>2025.11.13 The 3rd session of the 5th Audit Committee's review</p>	<p>(1) Approval of the Company's Consolidated Financial Statements for the third quarter of 2025.</p> <p>(2) Approved the assessment of CPA's independence and competence.</p> <p>(3) Approved the evaluation of the qualifications and independence of the Company's independent directors.</p> <p>(4) Approved the submission of newly completed 2025 audit reports of the Company.</p> <p>(5) Approved the Company's Audit Plan for 2026.</p> <p>(6) Approved the amendments to the Company's 'Procedures for Acquisition or Disposal of Assets', 'Sustainable Development Best Practice Principles', 'Operating Procedures for the Preparation and Assurance of Sustainability Reports', and 'Electronic Data Processing Operations'.</p>	<p>Unanimously approved by all members present.</p>	<p>There is no dissenting or qualified opinions from independent director.</p>	

	<p>(7) Approved the issuance of new common shares for the 3rd quarter of 2025 due to the conversion of the Company's 4th domestic unsecured convertible corporate bonds.</p> <p>(8) Approved the addition of a new endorsement and guarantee for the Company's subsidiary Ennoconn Solutions Singapore PTE LTD.</p> <p>(9) Approved the proposal for the Company to apply for loan commitments from three banks.</p>		
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(2) In addition to the above, any resolution not approved by the Audit Committee but approved by two thirds of all members of the Board of Directors: None.

2. Regarding recusals of independent directors from voting on proposal due to conflicts of interests, the names of the independent directors, contents of proposals, reasons for recusal, and participation in voting shall be specified: None.

Communications between the independent directors, the Company's Chief Internal Auditor, and Certified Public Accountant (shall include the material items, methods, and results of audits of corporate finance or operations, etc.):

Policy for Private Communication between the Company's Independent Directors with the Chief Internal Auditor and Certified Public Accountant

(1) At least once a year, convene a private meeting between the Certified Public Accountant and the Chief Internal Auditor to discuss the completed internal audit findings and the external audit opinions of the Certified Public Accountant, as well as to communicate regarding audit deficiencies identified during that year.

(2) Private communication meeting between Independent Directors and the Certified Public Accountant: Independent Directors and the Certified Public Accountant shall conduct a private communication meeting regarding significant investment or financing matters prior to the release of financial reports.

3. Private communication meeting between Independent Directors and the Chief Internal Auditor: The communication between the independent directors of the Company and the Chief Internal Auditor is made mainly by the following three methods:

(1) Discuss any deficiency detected in significant audits and its improvement at Audit Committee's and Board of Directors' meetings.

(2) Perform various audit projects or conduct further analysis on the contents of the previous audit report following the instructions of the Independent Directors.

(3) Communicate directly by phone or email.

4. Others: In case of major abnormal incidents, or when Independent Directors, the Chief Internal Auditor, or the Certified Public Accountant deem it necessary to communicate privately on certain matters, meetings may be convened at any time as needed.

(1) Status of private communication between Independent Directors and the Certified Public Accountant in the most recent year

Date/Nature	Major Points of Private Communication	Results
2025.05.13 Before Audit Committee's meeting	Financial Report Review Explanation and Subsidiary Supervision	<p>1. Overview of the review of the Q1 Consolidated Financial Statements.</p> <p>2. In consideration of the continuous expansion of the Group's operating scale, it is recommended that supervision over subsidiaries be strengthened in areas such as: the recovery status of significant receivables, accounting reporting processes, and the assessment and subsequent measurement of goodwill arising from business combinations.</p>
2025.08.12	Financial Report Review Explanation and Subsidiary	<p>1. Overview of the review of the Q2 Consolidated Financial Statements.</p>

Before Audit Committee's meeting	Supervision	<ol style="list-style-type: none"> 2. In consideration of the continuous expansion of the Group's operating scale, it is recommended that supervision over subsidiaries be strengthened in areas such as: the recovery status of significant receivables, the accounting treatment for disposal of business by significant subsidiaries, and the assessment and subsequent measurement of goodwill arising from business combinations. 3. Exchange rate fluctuation of foreign currency transactions for the consolidated companies.
2025.11.13 Before Audit Committee's meeting	Financial Report Review Explanation and Subsidiary Supervision	<ol style="list-style-type: none"> 1. Overview of the review of the Q3 consolidated financial report. 2. In consideration of the continuous expansion of the Group's operating scale, it is recommended that supervision over subsidiaries be strengthened in areas such as: the recovery status of significant receivables, accounting reporting processes, and the assessment and subsequent measurement of goodwill arising from business combinations. 3. Explanation of the reclassification of operating segments in accordance with organizational strategic planning.

(2) Private Communication between Independent Directors and the Chief Internal Auditor in the most recent year:

The key points of private communication between Independent Directors and the Chief Internal Auditor and the subsequent execution status are listed below:

Date	Major Points of Private Communication	Results
2025.1.15	Report on the status of audit operations for October to November 2024.	Independent Directors had no objections to the audit operations execution results report.
2025.3.14	<ol style="list-style-type: none"> 1. Report on the status of audit operations for December 2024 and January 2025 2. 2024 Statement of Internal Control System : 	<ol style="list-style-type: none"> 1. Independent Directors had no objections to the audit operations execution results report. 2. To be submitted to the Board of Directors after approval
2025.5.13	Report on the status of audit operations for February to March 2025	Independent Directors had no objections to the audit operations execution results report.
2025.8.12	Report on the status of audit operations for April to June 2025	Independent Directors had no objections to the audit operations execution results report.
2025.11.13	<ol style="list-style-type: none"> 1. Report on the status of audit operations for July to September 2025 2. Discussion of the 2026 audit plan 	Regarding the status of audit operations and the annual audit plan for 2025, discussions and communications were conducted, and the Independent Directors had no comments.

2. Major Points of the Audit Committee:

The Company's Audit Committee is composed of four independent directors, which meets at least once a quarter and is responsible for the fair presentation of the Company's financial statements; the selection (dismissal), independence and performance of CPAs, the effective implementation of the Company's internal control, the Company's compliance with relevant laws and regulations, as well as the management and control of the Company's existing or potential risks, etc. Its main duties are as follows. Its main duties are as follows:

- (1) Establishment or amendment of the internal control systems following Article 14-1 of the Securities and Exchange Act.
- (2) Evaluation of the effectiveness of the internal control system.
- (3) Under the provisions of Article 36-1 of the Securities and Exchange Act, stipulate or amend the procedures for handling major financial business activities involving acquisition or disposal of assets, engaging in derivative transactions, loans to other parties, and making endorsements, or providing guarantees for others.
- (4) Matters involving the directors' own interests.
- (5) Major assets or derivatives transactions.
- (6) Major loans to other parties, endorsements, or guarantees provided.
- (7) The offering, issuance, or privately-placed of any equity-type securities.
- (8) Appointment, dismissal, or remuneration of the Certified Public Accountants.
- (9) Appointment and dismissal of financial, accounting, or Chief Internal Auditor.
- (10) Quarterly and annual financial reports signed or stamped by the chairman, managerial officers, and accounting supervisor.
- (11) Other major matters stipulated by the Company or the competent authority.

Major Points of Audit Committee's Work in 2025

- Approved the Company's 2024 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System.
- Approved the Company's 2024 Consolidated Financial Statements and Parent Company Only Financial Statements.
- Approved the Company's 2024 profit distribution proposal.
- Approved 2025 audit report submitted to the Company.
- Approved the proposed audit service fees to KPMG for 2025.
- Approved the submission of the Company and its subsidiaries' consolidated financial statements for the first three quarters of 2025.
- Approved the establishment of an IFRS Sustainability Disclosure Standards implementation project team by the Company.
- Approved the proposal for the Company to supplement the public offering and apply for listing of the privately placed domestic unsecured convertible bonds issued in 2021 and the privately placed common shares issued in 2022.
- Approved the abolishment of the Company's 'Sustainable Development Committee Charter' and the enactment of the 'Sustainable Development and Nomination Committee Charter'.
- Approved the proposal for Company's cash capital increase in its subsidiary, Ennoconn Solutions Singapore PTE. LTD.
- Approved the proposal for the Company to acquire common shares of "Kontron AG" directly or through subsidiaries.
- Approved the proposal to revise the issuance and conversion terms of Ennoconn's 1st domestic privately placed unsecured convertible bonds issued in 2021 to Ennoconn's 6th domestic unsecured convertible bonds issuance and conversion terms.
- Approved the amendments to the Company's 'Articles of Incorporation', 'Payroll Cycle', 'Sales and Collection Cycle', 'Investment Cycle', 'Property Management Procedures', 'Procedures for Acquisition or Disposal of Assets', 'Sustainable Development Best Practice Principles', 'Operating Procedures for the Preparation and Assurance of Sustainability Reports', and 'Electronic Data Processing Operations'.

3. Professional Qualifications and Experience of Audit Committee Members :

Qualification Name	Professional Qualifications and Experience	Independence	Concurrent Positions at Other Public Companies Number of Independent Director Positions Concurrently Held at Other Public Companies
Chan, Hsin-I	Chan, Hsin-I, an independent director, graduated from the School of Management of Taiwan University with an MBA degree, National Taiwan University and an MSF degree from Boston University. Currently, she acts as the chairman of several companies, including Chairman of HUANG HUEI BIOTECHBOLOGY CORP and Chairman of KEEN UNION INVESTMENT LIMITED. She has extensive accounting and financial analysis skills, operational determination skills, operational management skills, and crisis management skills, and has no circumstances set forth in any of the items under Article 30 of the Company Act.	Independent Director Chan, Hsin-I, her spouse, or her any relative within the second degree of kinship holds (or holds, by any nominees,) zero share in the Company, and she does not serve as the director, supervisor or employee of the Company, any companies having specific relation with the Company or the Company's any related companies, and she has not received any remuneration for provision of any business, legal, financial, accounting or any other services to the Company or its any related companies in the most recent two years. During the two years prior to her election and during her term of office, Independent Director Chan, Hsin-I is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1
Wen, Miao-Hsin	Independent Director Wen, Miao-Hsin graduated from MBA Rutgers Business School, and once served as the Vice President of Citibank Financial Market and Securities Services Business Group, with extensive accounting and financial analysis and crisis management capabilities, and international market perspective, and has no circumstances set forth in any of the items under Article 30 of the Company Act.	Independent Director Wen, Miao-Hsin, her spouse, or her any relative within the second degree of kinship holds (or holds, by any nominees,) zero share in the Company, and she does not serve as the director, supervisor or employee of the Company, any companies having specific relation with the Company or the Company's any related companies, and she has not received any remuneration for provision of any business, legal, financial, accounting or any other services to the Company or its any related companies in the most recent 2 years. During the two years prior to her election and during her term of office, Independent Director Wen, Miao-Hsin is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0
Shao, Chien-Hua	Independent Director Shao, Chien-Hua graduated from the Graduate Institute of Business Administration at National Chung Hsing University and previously served as Vice President of	Independent Director Shao, Chien-Hua, his spouse, or his any relative within the second degree of kinship holds (or holds, by any nominees,) 0 share in the Company, and he does not serve as the director, supervisor or employee of the Company, any companies	1

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
1. Has the Company established its Corporate Governance Best Practice Principles based on the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and disclosed its Corporate Governance Best Practice Principles?	✓		In order to establish a good corporate governance system, the Company has formulated its Corporate Governance Best Practice Principles as approved by its Board of Directors. Please visit the company's official website for the rules related to protection of shareholders' rights and interests, improvement of the Board of Directors' functions, respecting of the rights and interests of stakeholders, and improvement of information transparency, and the Company's Corporate Governance Best Practice Principles.	No significant deviation
2. Shareholding structure & shareholders' rights				
(1) Does the Company establish internal operating procedures to deal with shareholders' suggestions, doubts, disputes, and litigations, and does the Company implement the procedures in accordance with the procedure?	✓		(1) The Company has a spokesperson and a deputy spokesperson mechanism and established an investor relations mailbox. Shareholders' suggestions, doubts, and disputes are handled by the spokesperson or deputy spokesperson and the Company's stock affairs agency in a unified manner.	None
(2) Does the Company possess a list of its major shareholders with controlling power as well as the ultimate owners of those major shareholders?	✓		(2) The Company, through its stock affairs agency, has fully controlled the list of major shareholders and their ultimate owners, regularly disclosed insider shareholding changes every month according to laws and regulations and truly kept abreast of information regarding major shareholders.	None
(3) Does the Company establish and execute a risk management and firewall system within its affiliated companies?	✓		(3) The Company has established the "Standards for Financial Business Operations between Affiliated Enterprises," "Trading Procedures for Specific Company Affiliates and Group Enterprises" and the "Operating Measures of Monitoring Subsidiaries" to regulate the management of	None

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			personnel and assets with affiliated companies and conducts effective risk control through the implementation of internal control and internal audit systems.	
(4) Does the Company establish internal rules against insiders using undisclosed information to trade securities?	✓		(4) The Company has formulated the "Management Procedures of the Prevention of Insider Trading" and "Procedures for Processing Internal Major Information" to govern the procedures for confidentiality of its internal important information, and it regularly educates its managerial officers and employees that they shall not purchase or sell the Company's securities by taking advantage of any information not disclosed in the market.	None
3. Board composition and responsibilities				
(1) Has the Board of Directors formulated diversity policies and specific management objectives, and does it implement them?	✓		(1) According to the Company's "Corporate Governance Best-Practice Principles," the composition of the Board of Directors should consider diversity, and appropriate diversity guidelines should be formulated based on its own operations, business model, and development needs, including basic conditions and values: gender, age, etc., as well as professional knowledge and skills: professional background, professional skills, and industry experience, etc. The Company has diversified Board members with backgrounds in science and engineering, finance, and industrial work experience to implement the diversity policy, thereby establishing a sound structure of the Board of Directors.	None
(2) In addition to the legally required Remuneration Committee and Audit	✓		(2) To improve the functions of the Board of Directors, strengthen corporate governance, and implement corporate	None

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
Committee, does the Company voluntarily establish other functional committees?			social responsibility, the Company adopted the establishment of the Sustainability Development Committee on June 23, 2022.	
(3) Does the Company establish standards to measure the performance evaluation of board of directors, implement the evaluation annually and regularly, report the results of performance evaluation of board of directors, and make use of them as a reference for individual directors' remuneration and a nomination for renewal?	✓		(3) The "Performance Evaluation Measures for Board of Directors" was approved by the Board of Directors on August. 13, 2019, stipulating that the Board of Directors should conduct at least one performance evaluation of Board of Directors, the Board members, and the functional committees annually. The Company completed the internal performance evaluation of the Board of Directors, board members, and functional committees for the year 2025 in the first quarter of 2026, and the evaluation results were reported to the board of directors on March 13, 2026. In January 2026, the Company commissioned the Taiwan Corporate Governance Association to conduct an external performance evaluation of the Board of Directors and functional committees for 2025. The evaluation results were reported to the Board of Directors on March 13, 2026.	None
(4) Does the Company regularly evaluate the independence of the CPAs?	✓		(4) The Company's Audit Committee conducts an annual assessment of the independence and competence of the certifying CPA, and since 2024, the assessment incorporates reference to Audit Quality Indicators (AQIs), and submitting the results to the Board of Directors' meetings. The Company's most recent assessment of the independence and competence of the Certified Public Accountant was reviewed by the Audit Committee on November 13, 2025, with reference to the Audit Quality Indicators (AQIs) provided by the	None

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			<p>Company's attesting accounting firm KPMG, and was resolved and approved. The matter was subsequently submitted to and approved by the Board of Directors on November 13, 2025.</p> <p>The evaluation items and results are as follows:</p> <ul style="list-style-type: none"> A. The members of the audit service team and their families, other professional accountants and their families, firms, and affiliated enterprises have no significant direct or indirect financial interests with the Company. B. The audit fees paid by the Company to CPAs are fixed amounts, not on a contingent basis. There are also no overdue public fees that affect audit independence. C. The non-audit services provided by the accounting firm and its affiliated enterprises to the Company, including business registration, have not directly affected the important audit items, have not involved the management functions of the Company, have not made decisions on behalf of the Company, and have not affected independence. D. The directors and managers of the Company have not given significant gifts to members of the audit service team. E. None of the Company's Directors, Managerial Officers, or personnel with significant influence over audit engagements are individuals who have retired or resigned from the accounting firm within the past year. 	

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			<p>F. The independent directors of the Company do not work for the accounting firm two years prior to and during the tenure. The remuneration committee of the Company have not been a professional who has not provided business, legal, financial, accounting, or other services or consulting services within the two years prior to and during their tenure.</p> <p>G. The audit service team has not been subject to or experienced intimidation by the Company, the Company also does not prevent them from holding objectivity and clarifying professional doubts.</p>	
4. Does a TWSE/TPEX listed company allocate a competent and appropriate number of corporate governance personnel, and designate a director of corporate governance to be responsible for matters related to corporate governance (including but not limited to providing directors and supervisors with the necessary information to perform their business, assisting directors and supervisors in complying with laws and regulations, handling matters related to meetings of the board of directors	✓		<p>The Company resolved at the Board of Directors meeting on November 11, 2021 to establish a Corporate Governance Officer responsible for coordinating corporate governance-related affairs and executing various related tasks. The first appointed Corporate Governance Officer is required by regulations to complete at least 18 hours of continuing education within one year from the date of assuming the position. The Company's Corporate Governance Officer, Associate Manager Chou, Hung-Chih, assumed the position on August 22, 2022, and has completed 12 hours of continuing education courses in 2025 in accordance with applicable regulations. The Corporate Governance Officer of the Company performs the following duties:</p> <p>(1) To handle matters related to meetings of the board of directors and shareholders' meetings in accordance with the law.</p> <p>(2) To supervise the preparation of minutes of the board of directors and shareholders' meetings.</p>	None

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
and shareholders' meetings in accordance with the law and preparing minutes of the board of directors and shareholders' meetings)?			<p>(3) To assist directors and supervisors in their appointment and continuing education.</p> <p>(4) To provide information necessary for directors and supervisors to perform their business.</p> <p>(5) To assist directors and supervisors in complying with instructions.</p> <p>(6) To report to the board of directors the results of inspection on whether the qualifications of independent directors during nomination, election, and tenure comply with relevant laws and regulations.</p> <p>(7) To go through the procedure for changing directors.</p> <p>(8) Other matters stipulated in the Company's Articles of Incorporation or contract.</p>	
5. Does the Company establish communication channels and build a dedicated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a suitable manner?	✓		The Company has designated a spokesperson and a deputy spokesperson and has set up a stakeholder relations mailbox on the Company's website as a communication channel. The Company not only responds to material corporate social responsibility issues properly but also regularly discloses financial and business information on the Market Observation Post System (MOPS) and the Company's website. In response to events that may have an impact on stakeholders, the Company will also release important information on time. The Company regularly reports the status of communications with various stakeholders to the annual Board of Directors meeting. The most recent report on stakeholder communications for the year was submitted to the Board of Directors on November 13, 2025.	None
6. Does the Company appoint a professional stock affairs agency to deal with shareholder	✓		The Company has appointed the stock affairs agency department of Grand Fortune Securities Co., Ltd. to handle various stock affairs of the Company on its behalf.	None

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
affairs?				
7. Information Disclosure				
(1) Does the Company have a corporate website to disclose both the Company's financial standing and corporate governance status?	✓		(1) The Company has set up a corporate website and disclosed the Company profile, general information, and other information on the website. The Company's financial standing and corporate governance status can also be queried through the Market Observation Post System (MOPS). Company website: (https://www.ennocorr.com/)	None
(2) Does the Company have other information disclosure channels (e.g., setting up an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, and webcasting investor conferences?)	✓		(2) The Company has established its website in both Chinese and English in order to provide relevant information to shareholders and stakeholders for reference, which can timely and fully disclose significant information that may affect shareholders and stakeholders. A spokesperson system was also established to provide shareholders and stakeholders with necessary consulting.	None
(3) Does the Company publicly announce and file the annual financial reports within two months after the close of the given fiscal year and publicly announce and file the first, second, and third quarterly financial reports and the operation of each month ahead of the required deadline?		✓	(3) The Company announces and reports financial statements within the time period stipulated by laws and regulations.	It takes a long time to prepare Consolidated Financial Statements due to the large number of subsidiaries both at home and abroad.
8. Is there any other important information to facilitate a better understanding of the Company's corporate	✓		1. Employee rights: Adhering to the concept of "labor and management as one" the Company focuses on rational and humane management to build smooth communication channels,	None

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, stakeholder rights, directors' and supervisors' continuing education, implementation of risk management policies and risk evaluation measures, implementation of customer policies, and participation in liability insurance by directors and supervisors?)			<p>maintain good labor-management relationships, jointly create productivity, share profits, and protect the employees' legal rights under the Labor Standards Act.</p> <p>2. Employee wellness: The Company has established the Employee Welfare Committee, which handles various employee welfare matters, and is committed to talent training by actively encouraging employees to participate in various training courses, conducts labor- management meetings from time to time, and sets up suggestion boxes to learn about the thoughts of both parties, and creates a win-win situation for both parties.</p> <p>3. Investor relations: The Company convenes shareholders' meetings every year in accordance with the Company Act and the relevant regulations, and provides shareholders with the opportunity to raise questions or submit proposals. Besides, the Company has set up a spokesperson system to deal with matters related to shareholder suggestions, doubts and disputes. The Company also handles matters related to the information announcement declaration according to the regulations of the competent authority to promptly provide information that may affect shareholders' decision-making.</p> <p>4. Supplier relations: The Company maintains open communication channels with its banking partners, employees, consumers, and suppliers to maintain good relationships.</p> <p>5. Stakeholder rights: The Company has appointed a spokesperson and a deputy spokesperson to communicate directly with stakeholders, respecting</p>	

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons									
	Yes	No	Description										
			<p>and safeguarding their legitimate rights and interests.</p> <p>6. Directors' continuing education: All Directors of the Company have professional industry backgrounds and practical experience in business management. The Company also periodically provides Directors with courses related to corporate governance. 2025's training of the Company's directors have all met regulatory standards and has been announced on the Market Observation Post System.</p> <p>7. Implementation of risk management policies and risk evaluation measures: Various internal regulations and systems have been established in accordance with the law to carry out various risk management and evaluation.</p> <p>8. Implementation of customer policy: The Company maintains open communication channels with its customers to maintain good relationships.</p> <p>9. The Company has purchased liability insurance for directors and independent directors to enhance the protection of shareholders' rights and interests.</p>										
<p>9. Please explain the improvements made in accordance with the Corporate Governance Evaluation Results released by the TWSE's Corporate Governance Center, and provide the priorities and plans for improvement with items yet to be improved.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="3">Improvement Made Based on the 12th Corporate Governance Evaluation Policy</th> </tr> <tr> <th style="width: 10%;">No.</th> <th style="width: 45%;">Indicator Item</th> <th style="width: 45%;">Improvement Methods</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">4.22</td> <td>Does the Company invest resources to support the development of domestic culture and disclose the methods of support and results on the Company's website, annual report or sustainability report?</td> <td> <p>The Company has invested resources exceeding NT\$ 3 million to support domestic cultural development:</p> <p>1. On January 10, 2025, the Company arranged a private screening of a local film, "An Elegant Encounter," for employees.</p> </td> </tr> </tbody> </table>					Improvement Made Based on the 12th Corporate Governance Evaluation Policy			No.	Indicator Item	Improvement Methods	4.22	Does the Company invest resources to support the development of domestic culture and disclose the methods of support and results on the Company's website, annual report or sustainability report?	<p>The Company has invested resources exceeding NT\$ 3 million to support domestic cultural development:</p> <p>1. On January 10, 2025, the Company arranged a private screening of a local film, "An Elegant Encounter," for employees.</p>
Improvement Made Based on the 12th Corporate Governance Evaluation Policy													
No.	Indicator Item	Improvement Methods											
4.22	Does the Company invest resources to support the development of domestic culture and disclose the methods of support and results on the Company's website, annual report or sustainability report?	<p>The Company has invested resources exceeding NT\$ 3 million to support domestic cultural development:</p> <p>1. On January 10, 2025, the Company arranged a private screening of a local film, "An Elegant Encounter," for employees.</p>											

II. Corporate Governance Report

Evaluation Items	Implementation Status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			<p>2. In May 2025, an arts and cultural event was held — "Mindful Dining Moments: AI Food Culture & Innovation Exhibition" — with an invitation extended to indigenous groups to perform traditional dances.</p> <p>3. On June 19, 2025, a book fair and author sharing event was held.</p>	
Improvement Not Made Based on the 12th Corporate Governance Evaluation Policy Which Shall be Strengthened With Priority				
No.	Indicator Item		Improvement Methods	
1.1	Does the Company report to the shareholders' meeting on the remuneration received by directors, including the remuneration policy, individual remuneration items, and amount?		The Company will continue to communicate with directors to disclose individual remuneration items, and amount.	

(4) Composition, Duties, and Operation Status of the Remuneration Committee:

1. Information of the Remuneration Committee Member:

Title	Qualification Name	Professional Qualifications and Experience (Note 2)	Independence Status (Note 3)	Number of Other Public Companies Where the Individual Concurrently Serves as a Remuneration Committee Member	Remarks
Independent Director	Chan, Hsin-I	Chan, Hsin-I, an independent director, graduated from the School of Management of Taiwan University with an MBA degree, National Taiwan University and an MSF degree from Boston University. Currently, she acts as the chairman of several companies, including Chairman of HUANG HUEI BIOTECHBOLOGY CORP and Chairman of KEEN UNION INVESTMENT LIMITED. She has extensive accounting and financial analysis skills, operational determination skills, operational management skills, and crisis	During the two years prior to her election and during her term of office, Independent Director Chan, Hsin-I is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1	Convener

II. Corporate Governance Report

Title	Qualification	Professional Qualifications and Experience (Note 2)	Independence Status (Note 3)	Number of Other Public Companies Where the Individual Concurrently Serves as a Remuneration Committee Member	Remarks
	Name				
		management skills, and has no circumstances set forth in any of the items under Article 30 of the Company Act.			
Independent Director	Wen, Miao-Hsin	Independent Director Wen, Miao-Hsin graduated from MBA Rutgers Business School, and once served as the Vice President of Citibank Financial Market and Securities Services Business Group, with extensive accounting and financial analysis and crisis management capabilities, and international market perspective, and has no circumstances set forth in any of the items under Article 30 of the Company Act.	During the two years prior to her election and during her term of office, Independent Director Wen, Miao-Hsin is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0	None
Independent Director	Liu, Shui-En	Independent Director Liu, Shui-En holds a Master's degree in Accounting from Soochow University. He previously served as Director, Chief Administrative and Operating Officer, and practicing Certified Public Accountant/CPA at Deloitte & Touche. He possesses strong accounting and financial analysis capabilities, crisis management skills, and international market perspective, and has no circumstances set forth in any of the items under Article 30 of the Company Act.	During the two years prior to her election and during her term of office, Independent Director Liu, Shui-En is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	2	None

Note 1: The relevant working years, professional qualifications and experience and independence of each member of the Remuneration Committee shall be specified in the form. Independent director or other shall be filled out in the "Title" column respectively (if he/she is a convener, please add a note).

Note 2: Professional Qualifications and Experience: Describe the professional qualifications and experience of individual Remuneration Committee members.

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Note 3: Independence Status: Describe the independence status of Remuneration Committee members, including but not limited to whether the member, spouse, or relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliates; the number and percentage of shares held by the member, spouse, relatives within the second degree of kinship (or in the name of others); whether the member serves as a director, supervisor, or employee of a company with a specific relationship with the Company (refer to Article 6, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter); and the amount of remuneration received for providing commercial, legal, financial, accounting, or other services to the Company or its affiliates in the past two years.

2. Information on Operational Status of the Remuneration Committee:

- (1) The Company's Remuneration Committee consists of three members.
- (2) The term of the current committee members: May 29, 2025 to May 28, 2028. The Remuneration Committee held 3 meetings (A) in 2025. The qualifications and attendance of committee members are as follows:

Title	Name	Number of Attendance in Person (B)	Number of Attendance by Proxy Actual Attendance Rate (B/A)	Actual Attendance Rate (B/A)	Remarks
Convener	Chan, Hsin-I	3	0	100%	Re-elected(Note 1)
Member	Wen, Miao-Hsin	3	0	100%	Re-elected(Note 1)
Member	Liu, Shui-En	1	0	100%	Newly appointed (Note 1)
Member	Su, Yu-Hui	2	0	100%	Term Expired (Note 1)

Note 1: The Company conducted a full re-election of Directors at the Annual Shareholders' Meeting on May 29, 2025. The representative of Corporate Director Baoxin International Investments Ltd., Hung, Mei-Huei, Independent Director Su, Yu-Hui, and Independent Director Tu, Huang-Hsu all completed their terms and stepped down following the re-election. Following the re-election at the Annual Shareholders' Meeting on May 29, 2025, a total of 7 new Directors were elected, namely Director Chu, Fu-Chuan, 2 seats for Corporate Director Baoxin International Investments Ltd. (with legal representatives Chang, Chuan-Wang and Fang, Guang-Yeu respectively), Independent Director Chan, Hsin-I, Independent Director Wen, Miao-Hsin, Independent Director Shao, Chien-Hua, and Independent Director Liu, Shui-En.

Other matters:

1. If the Board of Directors refuses to adopt or amends a recommendation of the Remuneration Committee, the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the company's response to the Remuneration Committee's opinion (e.g., if the remuneration passed by the Board of Directors exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified) shall be specified: None.
2. If there are resolutions of the Remuneration Committee to which members object or express reservations, and for which there is a record or declaration in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion shall be specified: None.

3. Responsibilities of the Remuneration Committee:

The Company's Remuneration Committee shall exercise the due care of an administrator with good faith, faithfully fulfill the following duties, and submit its recommendations to the Board of Directors for discussion.

II. Corporate Governance Report

- (1) Establish and regularly review directors' and managers' performance evaluation and the policies, systems, standards, and structure of remuneration.
 - (2) Regularly evaluate the achievement of performance objectives of the Company's directors and managerial officers, and determine the contents and amounts of individual salaries.
4. Major points of the Compensation Committee in 2025
- Review and examine the policies, systems, standards, and structures of remuneration for the Company's Directors and Managerial officers
 - Approved 2024 year-end performance bonus for the Company's Managerial Officers
 - Review the total amount of Directors' remuneration and employees' compensation for the Company for 2024
 - Review on the Company's detailed distribution of Directors' remuneration in 2024
 - Review the distribution details of the Company's Managerial officers' compensation in 2024
 - Review the annual salary adjustment details for the Company's Managerial Officers in 2024
5. Review and Evaluation by the Remuneration Committee on the Company's Salaries and Remuneration in 2025:

Remuneration Committee	Contents of Proposal	Resolution Results	The Company's Response to the Remuneration Committee's Opinions
The 9th Meeting of the 5th Session 2025.01.15	<ol style="list-style-type: none"> 1. Reviewed the Company's formulation of the "Remuneration Regulations for Directors". 2. Reviewed the 2024 year-end performance bonus for the Company's managerial officers. 	Unanimously approved by the Remuneration Committee's all members.	Report to the Board of Directors for approval
The 10th Meeting of the 5th Session 2025.03.28	<ol style="list-style-type: none"> 1. Reviewed the total amount of Directors' remuneration and employee compensation for the Company for 2024. 2. Approved the Company's Remuneration Regulations. 	Unanimously approved by the Remuneration Committee's all members.	Report to the Board of Directors for approval
The 1st Meeting of the 6th Session 2025.08.12	<ol style="list-style-type: none"> 1. Reviewed the Company's detailed distribution of directors' remuneration in 2024. 2. Review on the Company's distribution of compensation to managerial officers in 2024. 3. Reviewed the salary adjustment plan for managerial officers for the current year. 	Except for the directors' remuneration distribution details which each member did not participate in voting or discussion due to conflict of interest, all other proposals were unanimously approved by all committee members.	Report to the Board of Directors for approval

(5) Information on the members and operation status of the Sustainability Development and Nomination Committee:

1. Information on the members of the Sustainability Development and Nomination Committee:

Title	Name	Professional Qualifications and Experience
Independent Director	Liu, Shui-En	Independent Director Liu, Shui-En holds a Master's degree in Accounting from Soochow University. He previously served as a Director, Chief Administrative and Operating Officer, and practicing Certified Public Accountant at Deloitte & Touche, and possesses strong expertise in accounting and financial analysis, crisis management, international market perspective, and corporate sustainability.
Independent Director	Chan, Hsin-I	Independent Director Chan, Hsin-I holds a Master of Business Administration from the College of Management at National Taiwan University and a Master of Finance from Boston University in the United States. She currently serves as Chairman of HUANG HUEI Biotechnology CORP., KEEN UNION Investment Limited, and several other enterprises, and possesses strong expertise in accounting and financial analysis, operational judgment, business management, crisis management, and corporate sustainability.
Independent Director	Wen, Miao-Hsin	Independent Director Wen, Miao-Hsin holds an MBA from Rutgers Business School in the United States. She previously served as Vice President of the Financial Markets and Securities Services division at Citibank, and possesses strong expertise in accounting and financial analysis, crisis management, international market perspective, and corporate sustainability.
Independent Director	Shao, Chien-Hua	Independent Director Shao, Chien-Hua holds a degree from the Graduate Institute of Business Administration at National Chung Hsing University. He previously served as Vice President of Hanyou Investment Consulting Co., Ltd., and currently serves as Chairman of Tsai Ying Investment Co., Ltd. He possesses strong expertise in accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, decision-making, and corporate sustainability.

2. Information on the operation status of the Sustainability Development and Nomination Committee:

- (1) The Company's Sustainability Development and Nomination Committee has 4 members.
- (2) The current committee members' term: May 29, 2025 to May 28, 2028. The Sustainable Development and Nomination Committee held 2 meetings in 2025 (A), and the committee members' qualifications and attendance are as follows:

Title	Name	Number of Attendance in Person (B)	Number of Attendance by Proxy	Actual Attendance Rate (B/A)	Remarks
Convener	Liu, Shui-En	1	0	100%	Newly appointed (Note 1)
Member	Chan, Hsin-I	2	0	100%	Re-elected (Note 1)
Member	Wen, Miao-Hsin	2	0	100%	Re-elected (Note 1)
Member	Shao, Chien-Hua	1	0	100%	Newly appointed (Note 1)
Convener	Chu, Fu-Chuan	1	0	100%	Term Expired (Note 1)
Member	Su, Yu-Hui	1	0	100%	Term Expired (Note 1)
President	Tsai, Neng-Chi	1	0	100%	Term Expired (Note 1)

3. Duties of the Sustainability Development and Nomination Committee:

- (1) Drafting the Company's sustainable business strategy, system, or related management policies and reviewing the Company's sustainable report.
- (2) Planning and guiding sustainable business to align with international standards and comply with applicable regulations.
- (3) Preparing sustainable development directions and goals.
- (4) Preparing an annual work plan for sustainable development and various resource inputs, and reviewing the implementation effectiveness.
- (5) Evaluate and nominate Director candidates based on criteria including the diversity of professional knowledge, skills, experience, and gender required of Directors, as well as independence standards.
- (6) Establish and develop the organizational structure and operations of the Board of Directors and its subordinate committees, plan and implement performance evaluations of the Board of Directors and each committee, and assess the independence of Independent Directors.
- (7) Periodically review Director continuing education plans.

4. Major Points of the Sustainable Development and Nomination Committee in 2025
- Review and approve the preparation of the Company's 2024 ESG Sustainability Report
 - Review and approve the Company's proposed ESG implementation goals for 2026
 - Review and approved the Company's greenhouse gas emission targets and implementation measures for 2026
5. Information on the operations status of the Sustainability Development and Nomination Committee in 2025:

Date of Meeting	Contents of Proposal	Resolution Results	Handling of Opinions of the Sustainability Development Committee by the Company
2025.05.13	<ol style="list-style-type: none"> 1. Formulate the Organizational Rules of the Sustainability Development and Nomination Committee 2. Approved the preparation of the Company's 2024 ESG Sustainability Report 	Unanimously approved by the Remuneration Committee's all members.	The proposal was submitted to the Board of Directors and approved by all directors present.
2025.11.13	<ol style="list-style-type: none"> 1. Approved the Company's proposed ESG implementation goals for 2026 2. Approved the proposed greenhouse gas emission targets and implementation measures for 2026 	Unanimously approved by the Remuneration Committee's all members.	The proposal was submitted to the Board of Directors and approved by all directors present.

(6) Implementation and promotion of sustainable development, and deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons:

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
1. Have the Company established the governance structure for promoting sustainable development, and established a full-time (or part-time) dedicated unit for promoting sustainable development, is any senior management authorized by the Board of Directors to deal with it, and is it being supervised by the Board of Directors?	V		To improve the functions of the Board of Directors, strengthen corporate governance, and implement corporate social responsibility, the Company adopted the establishment of the Sustainability Development Committee on June 23, 2022 and established Environmental Protection Team, Social Responsibility Team, Corporate Governance Team, and Green Business Team in accordance with the Sustainable Development Committee Charter. The Sustainable Development Committee meets regularly at least twice a year and reports to the Board of Directors. The Company's Board of Directors receives reports from the Sustainable Development Committee every six months (including reviewing the annual ESG report). The Board examines the sustainable development strategies, policies, goals, and action plans, and provides suggestions for adjustments. This allows the management team to make improvements and revisions.	No significant difference.
2. Has the Company evaluated the environmental, social, and corporate governance risks related to its operating based on the principle of materiality and established related risk management policies or strategies?	V		To effectively manage and implement operations such as corporate governance, ethical corporate management, and corporate social responsibility (CSR), the Company has continuously formulated management measures, such as "Corporate Social Responsibility Best Practice Principles," "Corporate Governance Best Practice Principles," "Ethical Corporate Management Best Practice	No significant difference.

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			Principles," and "Code of Ethical Conduct," which have been approved by the Board of Directors. Also, each functional unit shall carry out relevant measures under the division of responsibilities and the Company's policies and regularly review the implementation performance of each operation every six months. Each functional unit will also pay close attention to the relevant international initiatives and regulations and reviews at all times whether it is necessary to update the relevant management regulations and operating procedures. For relevant risk management policies and strategies, please refer to point 4 of " 7. Any other important information which facilitates the understanding of promotion of sustainability development implementation" at the bottom of this table.	
3. Environmental issues				
(1) Does the Company establish environmental management systems proper to its industry's characteristics?	V		(1) The Company is committed to environmental management, progressively meeting ESG requirements and relevant regulatory requirements, and adjusting operations in accordance with industry characteristics in a timely manner. On August 12, 2024, the revised "Ennoconn Environmental and Energy Policy" was approved and signed by the President.	No significant difference.
(2) Is the Company committed to improving the efficiency in using energy and does it use recycled materials with low impact on the	V		(2) On August 12, 2024, the "Ennoconn Sustainable Raw Materials Policy" was approved and established by the President. Measures such as resource recycling, reuse, and waste	No significant difference.

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
environment?			sorting have been implemented for office domestic waste. Electronic waste items are handled by legally compliant and certified recycling vendors. For packaging materials, recycled raw materials or reusable materials are used wherever possible to reduce the environmental impact, such as recycled cardboard boxes or reusable straps and cushioning materials. In daily operations, the Company advocates energy conservation to improve energy efficiency, has joined the Ministry of Environment's Green Office Initiative, and promotes green office practices in daily life to reduce the impact of single-use waste on the Earth's environment and biodiversity.	
(3) Does the Company assess the potential risks and opportunities that climate change poses to the enterprise currently and in the future, and adopt response measures for climate-related issues?	V		(3) Please refer to point 2 of “7. Any other important information which facilitates the understanding of promotion of sustainability development implementation” at the bottom of this table.	No significant difference.
(4) Has the Company collected statistics of emissions of greenhouse gas (GHG), the usage of water, and the total weight of waste in the past two years, and formulated GHG reduction, water saving, and other waste management policies?	V		(4) Please refer to point 3 of “ 7. Any other important information which facilitates the understanding of promotion of sustainability development implementation” at the bottom of this table.	No significant difference.
4. Social issues				
(1) Does the Company	V		(1) The Company fully complies with	No significant

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?			<p>the Labor Standards Act and related labor regulations, and truly converses them into the Company's labor management regulations for compliance by the management team and employees, so as to safeguard the legitimate rights and interests of employees.</p> <p>To fulfill its corporate social responsibilities and implement human rights protection, Ennoconn Corporation respects and supports internationally recognized human rights norms and principles, including the "Universal Declaration of Human Rights." "The United Nations Global Compact," and the "Declaration on Fundamental Principles and Rights at Work" of International Labor Organization, abide by local laws and regulations, and formulate human rights policies under the "United Nations Guiding Principles on Business and Human Rights" to prevent violations of human rights, and provide reasonable and dignified treatment to the employees of the Company.</p> <p>The "Ennoconn Corporation Human Rights Policy" applies to all employees of Ennoconn Corporation and is posted on the Company's website.</p>	difference.
(2) Does the Company formulate and implement reasonable employee welfare measures (including salary, leave,	V		<p>(2) The Company regularly evaluates employee performance and compensation. Based on the Company's business and ESG performance, departmental</p>	No significant difference.

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
and other benefits) and properly reflect the operating performance or results in employees' compensation?			<p>management performance, and individual employee performance and contribution as assessed through performance evaluation procedures, business results are appropriately reflected in employees' compensation. In accordance with the Articles of Incorporation, if the Company is profitable for the year, no less than 2% of net income shall be allocated as employees' compensation.</p> <p>The Company has formulated welfare measures following relevant laws and regulations and regularly evaluates performance and remuneration</p> <p>A. Comprehensive insurance system exceeding Labor Standards Act requirements: In addition to statutory labor and health insurance, the Company contributes 6% of monthly salary to employees' pension accounts under the new labor pension system, and labor retirement reserves are sufficient to pay retirement pensions for employees under the old system. Complete insurance system such as free group insurance, including life insurance, accident insurance, medical insurance, cancer insurance, and occupational disaster insurance. In addition, the Company also provides preferential insurance plans for dependents, enabling</p>	

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			<p>employees and their dependents to enjoy extensive and complete protection.</p> <p>B. Employee retirement system and its implementation status:</p> <p>Old system: According to the provisions of the Labor Standards Act, the Company has formulated the “Organizational Rules of the Labor Retirement Reserve Fund Supervisory Committee,” among which, the employees who joined the Company prior to June 30, 2005 can choose to adopt the old labor retirement system or the new system. The current balance of the Company’s labor retirement reserve account is sufficient to cover the retirement benefits of the old system employees. Upon the government approval, the allocation of labor pension may be suspended until August 31, 2021.</p> <p>New system: For employees who joined the Company on or after July 1, 2005, and employees who originally applied to the old system but opted to join the new system, the Company will allocate 6% of the total salary monthly to a retirement reserve and deposit it into an exclusive employee labor retirement reserve account in accordance with the</p>	

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
(3) Does the company provide a healthy and safe work environment and organize health and safety training for its employees on a regular basis?	V		<p>provisions of the “Labor Pension Act”.</p> <p>C. this subsidy provides employees with a free annual health examination program. Through working with large hospitals or health examination centers, the Company takes care of the physical health of each colleagues and constantly check the physical and mental health of employees.</p> <p>(3) o implement fire fighting, notification, and evacuation training, we have set up fire management personnel and conducted self defense fire training plans and fire safety declaration inspections.</p> <p>A. Self-defense firefighting organization training plan is regularly conducted in June and December each year. Recently, the first and second half of the year's self-defense firefighting organization training was completed on June 24, 2025 and December 17, 2025.</p> <p>B. Fire safety inspection reporting is conducted once a year. Recently, the fire safety inspection was completed in March 2025.</p> <p>C. The number of fires occurring during the year was zero, with zero deaths and injuries, and a ratio of 0%. To avoid emergencies in case of fire, self-defense fire brigade training plans were</p>	No significant difference.

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			<p>completed twice on June 24, 2025, and December 17, 2025.</p> <p>We have also set up an occupational safety and health administrator who is responsible for planning, executing, and auditing occupational safety and health management work to implement and achieve safety and health management goals. The new and on-the-job employees are advised of the safety and health education and training, work environment improvement, and employee health promotion.</p> <p>A. The work environment assessment is conducted annually and has recently been completed in December 2024.</p> <p>B. New recruits receive education and training when report for duty. On-the-job employees receive 3 hours of on-the-job education and training every three years. Recently, they completed on-the-job education and training in December 2025.</p> <p>C. Courses such as health promotion are held quarterly.</p> <p>D. Committed to promoting healthy workplace initiatives and establishing an excellent healthy work environment. In July 2025, the Company obtained the Health Promotion Administration's Healthy Workplace Self-Assessment Certificate; in</p>	

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
(4) Does the Company establish effective career development and training plans for its employees?	V		<p>July 2025, the Company received the Sports Enterprise Certification awarded by the Ministry of Sports.</p> <p>In addition, employees are the assets for sustainable development. Ennoconn attaches importance to staff health, and invites special medical care persons to provide employees with health management consulting.</p> <p>(4) In order to enhance employees' work skills, enable employees to quickly integrate into the work environment, improve product and service quality, and enhance the overall competitiveness of the organization, the company develops education and training programs through a systematic training blueprint; allowing employees to grow together with the company and strengthening employees' self-skills and diversify career development possibilities.</p>	No significant differences.
(5) Does the Company comply with relevant laws, regulations and international guidelines regarding customer's health and safety, customer's privacy, and marketing and labeling of its products and services and has it established related consumer protection or customer interests policies and complaint procedures?	V		<p>(5) In terms of consumer rights, the Company offers product liability insurance for products sold to safeguard consumer rights and has set up communication channels on the Company's website to establish direct contact and communication with stakeholders.</p>	No significant difference.
				No significant

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
(6) Does the company formulate and implement supplier management policies that require suppliers to comply with relevant regulations on environmental protection, occupational safety, and health or labor human rights?	V		(6) When establishing a new supplier, we will pay attention to whether there is any record of a supplier's impact on the environment and society. Also, all suppliers are required to jointly meet the requirements of green environmental protection according to the Company's policies and be committed to comply with the product environmental protection specifications to enhance corporate social responsibility.	difference.
5. Does the Company refer to internationally accepted reporting standards or guidelines to prepare sustainability reports or other reports that disclose the company's non-financial information? Have the aforementioned reports been assured or certified by a third-party verification unit?	V		The Company prepared the 2024 Sustainability Report in both Chinese and English based on GRI standards, which was verified by SGS through a third party and uploaded to the TWSE MOPS and the Company's official website on August 27, 2025.	No significant difference.
6. If the Company has established its own sustainability code based on the "Sustainability Code of Practice for Listed Companies," please describe any differences between its operation and the established code: No significant differences.				
7. Any other important information which facilitates the understanding of promotion of sustainability development implementation: (1) Specific Promotion Plans and Implementation Results of the Company's Corporate Sustainability (ESG) Initiatives A. Core Philosophy and Promotion Framework: Ennoconn upholds the core philosophy of "taking from society and giving back to society," regarding corporate social responsibility as an important cornerstone of the Company's growth. Since the establishment of the Corporate Social Responsibility (CSR) team in 2016, the Company has been deeply committed to its local community (New Taipei City) and has extended its care to environmental protection, support for the disadvantaged, and employee well-being. Through organizing charitable events, material donations, and educational outreach, we are dedicated to creating shared value for both the corporation and society.				

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
<p>B. Specific action plans and highlights for 2025 This year's action plans cover three major dimensions: "Environmental Sustainability," "Social Inclusion," and "Employee Care":</p> <p>a. Environmental sustainability and ecological education</p> <p>a) Carbon reduction and circular economy: In response to Earth Day on April 22, the Company partnered with "GC Gift Donation Network" to promote the donation and reuse of employees' idle materials, effectively reducing carbon emissions.</p> <p>b) Ocean and ecological conservation: In collaboration with the New Taipei City Government Environmental Protection Bureau, a spring parent-child beach cleanup activity was held at Niucheliao Beach in Sanzhi District to remove marine waste. Additionally, a parent-child environmental conservation and nighttime ecological observation activity was organized in Shilin District, Taipei City, with hands-on education and drawing competitions to cultivate environmental awareness from a young age.</p> <p>b. Social inclusion and care for the disadvantaged</p> <p>a) Community care and festive outreach: Continued collaboration with village chiefs and social welfare organizations in Zhonghe District, New Taipei City, to distribute supplies (sticky rice dumplings) to elderly individuals living alone and disadvantaged families during the Dragon Boat Festival.</p> <p>b) Cultural promotion and rural education: Supporting local arts, culture, and reading initiatives, the Company partnered with the National Taiwan Library to promote mother-tongue picture book reading. Resources were also directed to rural areas by sponsoring the Shuiyuan Village Theater Troupe to perform at elementary and junior high schools in Luodong, Yilan, and Yuli, Hualien, thereby bridging the urban-rural cultural gap.</p> <p>c) Multicultural inclusion: In collaboration with the Wowprime Group and the Indigenous Dance Troupe of Zhangshu Elementary School in New Taipei City, a food, agriculture, creativity, and culinary culture exhibition was held to promote Taiwanese food culture and indigenous characteristics.</p> <p>C. Employee well-being and a healthy workplace</p> <p>a. Health promotion and family bonding: The "Walkii Online Health Walking Competition" and a large-scale Family Day baseball game event were held to encourage employees to exercise and foster family members' sense of identification with the Company. The Family Day event attracted over 1,800 participants.</p> <p>b. Arts and culture enrichment: Book clubs and private cinema screenings were organized to enhance employees' cultural literacy and support local creative works.</p> <p>D. Industry-academia collaboration Ennoconn integrates resources and collaborates with National Yang Ming Chiao Tung University, dedicated to combining AIoT and ESG to foster a co-created sustainable</p>				

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			<p>transformation ecosystem across three key areas: "startup value creation, industry-academia collaboration, and talent cultivation." In terms of industry-academia collaboration, a joint recruitment event was held under the "Niche x Ennoconn Group" initiative, and upon its conclusion, one intern was successfully matched to intern at the AI Application Development Division.</p> <p>Ennoconn and St. John's University of Science and Technology jointly established the "Ennoconn Elite Admission Program" to recruit outstanding talent and realize the concept of "employment upon enrollment, entrepreneurship upon graduation." During the summer, three students participated in internships to learn factory operating methods.</p> <p>In addition, the Ennoconn Internship Program was actively promoted to recruit students from National Taipei University of Technology, National Taiwan Ocean University, and National Chung Hsing University as Information Department interns, aiming to bridge the gap between academic learning and practical application through hands-on internship training and exchange.</p>	
			<p>(2) Current and future potential risks and opportunities brought by climate change to the Company and countermeasures</p> <p>The World Economic Forum released the Global Risks Report 2025 on January 15, 2025, identifying the top four risks among the ten greatest global risks over the next decade as environmental risks, namely "Extreme Weather Events", "Biodiversity Loss and Ecosystem Collapse", "Critical Changes to Earth Systems", and "Natural Resource Shortages". These findings indicate that the urgency and impact of environmental risks continue to escalate, posing real threats to the global economy and trade systems, and further highlighting the necessity for businesses to actively respond to climate change issues and take action.</p> <p>In response to the potential impacts of climate change on business operations, Ennoconn continues to strengthen climate-related information disclosure and has introduced the Task Force on Climate-Related Financial Disclosures (TCFD) framework through the Sustainability Development and Nomination Committee. Starting from 2021, each department began conducting climate risk business inventories, systematically identifying physical risks and transition risks as well as their potential opportunities. This covers the direct and indirect impacts caused by extreme climate events, the effects of regulatory policies, technological developments, and changes in market demand on the industry, as well as risks and opportunities that other human and social dimensions may pose to operational activities. Based on the analysis results, Ennoconn has established a comprehensive risk management plan as an important reference for responding to climate change actions, and further evaluates the potential impact of extreme climate on operating costs and corporate finances.</p> <p>In 2025, Ennoconn identified a total of 9 climate risks and 5 climate opportunities, and regularly reports to the Board Of Directors, helping the Board Of Directors and senior management to fully grasp the impact of climate change on the Company's operations. This enables the Company to more accurately assess the scope of impact when facing</p>	

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			<p>climate risks, and to timely adjust its response strategies and management policies. In addition to risk management, Ennoconn also regularly discloses carbon emission-related data on the Company's official website and sustainability reports, providing customers and stakeholders with timely, transparent, and convenient access to information. At the same time, through the Sustainability Development and Nomination Committee, the Company internally promotes various environmental protection actions, including a strict prohibition on the use of hazardous substances regulated by international regulations to reduce potential harm to ecology and the environment. The Company also continuously enhances all employees' awareness of energy conservation, carbon reduction, and environmental protection, improves energy use efficiency, publicly discloses its environmental and energy policies, and lists the reduction of energy consumption as one of the key annual management objectives.</p> <p>(3) Carbon emissions and future quantitative management of water resources</p> <p>A. Future quantitative management targets for carbon emissions: Ennoconn follows the Science Based Targets (SBT) methodology, completing the setting of short-, medium-, and long-term carbon emission reduction targets in 2024, with 2021 as the base year. The short- and medium-term target is set to achieve a 42% reduction in Scope 1 and Scope 2 greenhouse gas emissions compared to the base year by 2030; the long-term target is to achieve net-zero emissions by 2050, progressively advancing toward the vision of net-zero carbon emissions by 2050.</p> <p>a. Measures to Achieve Targets</p> <p>To effectively implement the energy conservation and carbon reduction targets, the Company has planned and promotes a three-phase action plan:</p> <p>Phase 1 (by 2025): Focuses on improving energy efficiency by actively replacing high-energy-consuming equipment. Energy-saving improvement programs are promoted in three key areas: air conditioning systems, lighting equipment, and information machine room power consumption. Through regular maintenance and equipment upgrades, energy losses from aging equipment are reduced, and high-efficiency products with the Environmental Protection Administration's Energy Label Grade 1 are prioritized for procurement.</p> <p>Phase 2 (by 2030): Accelerates the energy transition process by gradually procuring renewable energy certificates and establishing related energy storage facilities, while also promoting greenhouse gas inventories across the supply chain and planning low-carbon transportation and logistics models to expand carbon reduction benefits to the value chain level.</p> <p>Phase 3 (by 2050): Promotes carbon capital transformation by investing in natural carbon sinks, carbon credits, and negative carbon technologies to strengthen carbon removal and offset capabilities, ultimately achieving the long-term goal of net-zero carbon emissions by 2050.</p> <p>b. Achievement status of the Company</p> <p>a) In 2025, the Company's total Scope 1 and Scope 2 greenhouse gas emissions were 331.45 tCO₂e, a reduction of 16.52% compared to the base</p>	

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	

year of 397.02 tCO₂e in 2021. Electricity consumption in 2025 was 640,932 kWh, a reduction of 19,524 kWh from 660,456 kWh in 2024, representing a decrease of 3%, significantly outperforming the management target of reducing electricity consumption by 1% per year.

c. Carbon emission annual statistics for the past two years:

Year		2024		2025	
Item (Unit)		Emissions (metric tons of CO ₂ e)	Intensity (metric tons of CO ₂ e/revenue NT\$ million)	Emissions (metric tons of CO ₂ e)	Intensity (metric tons of CO ₂ e/revenue NT\$ million)
Entity	Scope 1	24.4948	0.0015	27.6469	0.0013
	Scope 2	326.9263	0.0020	303.8017	0.0146
	Scope 3	3,726.954	0.2304	6,283.8802	0.3010
	Total	4,077.5165	0.2522	6,615.3288	0.3170

B. Future quantitative management targets for water resources

a. Water resource management policy and reduction planning

Ennoconn is not a high water-consuming industry; its water usage is primarily for employees' daily living needs, with the main water source being the municipal water supply system. Based on its operational characteristics, water resource reduction planning focuses on improving water use efficiency and equipment optimization, while also taking into account workplace environmental hygiene and infectious disease prevention needs. Specific measures include installing sensor-based or touch-controlled water-saving valves on water-using equipment, and conducting water pressure tests and adjustments without affecting employees' normal water usage, in order to reduce unnecessary water consumption.

To reduce the impact of domestic wastewater on the sewerage system and aquatic environment, Ennoconn follows its green procurement policy by prioritizing the purchase of cleaning products and hand soaps that carry environmental labels and have minimal impact on aquatic ecosystems, thereby implementing source pollution reduction management.

In terms of water risk assessment, the Taipei Ennoconn site is currently not located in a high water stress area. However, considering that climate change may lead to increased fluctuations in Taiwan's water conditions, raising the risk of drought, short-duration heavy rainfall, and flooding, the Company continues to monitor and manage water consumption. Ennoconn has set a management target to achieve a 3% reduction in per capita water consumption compared to the base year by 2026, and is progressively planning to introduce reclaimed water facilities or wastewater reuse programs to enhance overall water resource

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	

use efficiency and resilience.

(4) Corporate sustainability risk assessment

The Company conducts risk assessments on relevant environmental, social, or corporate governance issues in accordance with the principle of materiality for corporate sustainability, and formulates related risk management policies or strategies for the identified risks as follows:

Significant Issues	Risk Evaluation Items	Risk Management Policies And Strategies
Environment	Climate change Environmental protection Ecological conservation	<ol style="list-style-type: none"> The Company is committed to environmental protection and has established the "Waste Management Regulations" and "Environmental and Energy Policy" for implementation. Through ISO environmental management systems and PDCA cycle management, we reduce the environmental impact of our daily operations. The Company strictly implements energy saving and carbon reduction measures, reducing the impact of single-use waste on the environment through resource recycling and green procurement initiatives. Maintain annual recertification of ISO 14001, ISO 50001, and ISO 14064-1.
Society	Labor and occupational safety	<ol style="list-style-type: none"> The Company cares for each of its work partners and has established the "Occupational Safety and Health Policy," "Safety Commitment Letter," and "Occupational Safety and Health Work Rules." We also implement four key occupational safety programs: "Maternal Protection Program," "Ergonomic Hazard Prevention Program," "Abnormal Workload-Induced Disease Prevention Program," and "Workplace Violence Prevention Program" to maintain workplace safety and hygiene at Ennoconn, ensuring the safety of employees' lives, property, and the environment. Additionally, the Company will continue to strengthen hazard awareness and education in office and plant areas to foster a safety-focused workplace culture, ensuring all employees can work safely. We care about employee health and collaborate with health examination centers to provide annual physical examinations for employees. Maintaining annual ISO 45001 recertification. Hold labor-management meetings once per quarter to establish a two-way communication mechanism, proactively listen to employees' opinions and needs, and continuously improve the workplace environment and working conditions.
Society	Consumer rights and product safety	In terms of consumer rights, the Company offers product liability insurance for products sold to safeguard consumer rights and has set up communication channels on Company's

Implementation Items	Implementation Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Description	
			website to establish direct contact and communication with stakeholders.	
Corporate governance			The Company has set up a dedicated corporate governance unit to regularly review and amend the Company's Management Procedures of the Prevention of Insider Trading and related measures and established the "Management Procedures of the Prevention of Insider Trading" to regulate the operating procedures for confidentiality of major internal information and strengthen the promotion of not using undisclosed information to trade the Company's securities. Relevant measures are implemented by the Company's internal control system.	

(7) Climate-Related Information:

1. Climate-related implementation status

Item	Implementation Status
<p>1. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management.</p>	<p>1. In order to strengthen the functions of the Board Of Directors, enhance corporate governance, and fulfill corporate social responsibility, the Company established the Sustainability Development and Nomination Committee upon approval by the Board Of Directors on May 13, 2025, and established the Environmental Protection Team, Social Responsibility Team, Corporate Governance Team, Green Business Team, Finance and Accounting Functional Team, and Risk Management Team in accordance with the organizational regulations of the Sustainability Development and Nomination Committee.</p> <p>2. The Sustainability Development and Nomination Committee regularly reports to the Board of Directors twice a year on the implementation results and future work plans of sustainable development, including (1) identifying sustainability issues that need to be addressed and (2) formulating response plans, goals and policy revisions for sustainability related issues, and (3) monitoring the implementation of sustainable business matters. The directors also provide professional advice to the management team when they receive the report each year. The Board of Directors will review the feasibility of strategies based on the report, and provide timely suggestions to the management team.</p>
<p>2. Describe how the identified climate risks and opportunities affect a company's business, strategy, and finances (short, medium, and long term)</p>	<p>The Company assesses the risks and opportunities relating to climate change brought to the Company in accordance with the TCFD Sustainability Reporting Standards, completing the relevant assessment in 2 The transformation risk mainly refers to the increase in operating costs due to policy changes in regulations and policies, while the physical risk mainly refers to the increase in electricity consumption caused by global warming due to extreme weather, or the delay in project progress or equipment damage caused by natural disasters such as typhoons and floods. In terms of opportunities, responding to national energy policy requirements, we see the ongoing demand for green designs. In addition, climate change driven by greenhouse gas emissions has further amplified these opportunities.. With the goal of building a low-carbon economy worldwide, offering the ESG intelligent platform services have brought business opportunities to the Company. The Company adopts measures in response to the above related risks and opportunities. In terms of climate change risks, the Company promptly collects government policies and relevant laws and regulations to revise the schedule, assesses the impact and response plans in advance, and purchases relevant insurance for relevant equipment to avoid natural disaster losses.</p>
<p>3. State the financial impact of extreme weather events and transformation actions.</p>	<p>The company refers to the TCFD guidance framework to identify physical risks and transition risks that affect operations at the overall company level, discuss potential financial impacts through cross-departmental organizations, and accurately propose relevant response strategies.</p> <p>1. Physical risk events and financial impacts:</p>

Item	Implementation Status
	<ul style="list-style-type: none"> (1) Acute risk: Primarily involving single, immediate climate disaster events, such as increasingly severe extreme weather events like typhoons, heavy rainfall, and flooding, which may affect the safety of employees' working environment and their physical health (2) Chronic risk: Long-term changes in climate patterns, such as increased probability of droughts, floods, heat waves, and rising sea levels due to global warming, causing companies to continuously increase their risk management costs, which impacts their finances. <ul style="list-style-type: none"> A. Resulting in production capacity decline or disruption. B. Impacting on workforce management and planning. C. Increased operating costs. D. Increased cost of infrastructure construction. E. Server room equipment overheating shutdown. 2. Transition risk events and financial impacts: <ul style="list-style-type: none"> (1) Policy and regulatory risks: Domestic and international regulatory policies, climate change adaptation policies, climate-related litigation or regulatory formulation, such as carbon fees, carbon taxes, energy management, ESG criteria implementation and green environmental labels, will change the operating costs of businesses. (2) Technology risk: Development of green low-carbon product technologies, purchase of renewable energy, etc., such as: companies investing in renewable energy, but facing sunk costs due to unsatisfactory R&D outcomes. (3) Market risk: Adjustments in supply and demand structure, changes in demand for products or services, such as: increased social and market awareness of carbon reduction, investors or customers beginning to demand low-carbon products, rising costs of raw materials, etc. In order to ensure market competitiveness, it is necessary to carry out transformation policies, green R&D innovation and ESG service solutions to meet market demand. (4) Reputation risk: Impressions and evaluations from customers, social media, and other stakeholders on whether the company is committed to low-carbon transformation and publicly discloses policy commitments and performance goals.
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>1. The Company has established the "Risk Management Policy and Procedures" which was approved by the Board of Directors in 2020, serving as the highest guiding principle for the Company's risk management. The Company regularly evaluates risks annually and formulates risk management policies for various risks, covering management objectives, organizational structure, responsibility attribution, risk management procedures and other mechanisms, and implements them effectively to identify, measure, and control</p>

Item	Implementation Status
	<p>the Company's various risks, keeping the risks generated from business activities within an acceptable range.</p> <p>2. Climate-related risks are managed by the Company's Sustainable Development and Nomination Committee, which convenes a cross-departmental team of six sub-groups, and is committed to integrating and managing all potential strategic, operational, financial and hazardous risks that may impact operations and profitability in an active and cost-effective manner by referring to the 9 climate risks and 5 climate opportunities defined in the TCFD guidance framework, through the establishment of an enterprise risk management project. The goal is to provide appropriate risk management for all stakeholders, assess the frequency of risk events and the severity of their impact on the Company's operations using a risk matrix, define the priority and level of risks, and adopt corresponding risk management strategies based on the risk level, and report to the Board of Directors.</p>
<p>5. We define the priority and level of risks, and adopt corresponding risk management strategies based on the risk level. 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 explained.</p>	<p>The Company has assessed the two physical risks that most severely affect operations due to climate change (sea level rise and flooding), and conducted the following analysis based on two climate scenarios.</p> <p>Assessment impact period: Mid-century (2060)</p> <p>1. Climate scenario: Under the low-emission scenario by the end of this century (SSP1-2.6), sea levels will rise by 0.32 – 0.62 meters.</p> <p>2. Climate scenario: Under the very high-emission scenario by the end of this century (SSP5-8.5), sea levels will rise by 0.63 – 1.01 meters.</p> <p>The above two scenarios are used to analyze the factors of sea level rise and flood event projections.</p> <p>3. Analysis results: Based on the Climate Central sea level rise map, the Group's subsidiary Ennoconn (Suzhou) may be among the first to be impacted. Suzhou is frequently affected by low-lying terrain, typhoon-related heavy rainfall, and plum rain seasons, which exacerbate flooding conditions. Over the long term, flooding may lead to operational disruptions and asset impairment. To mitigate potential disaster losses and operational risks, the Group will conduct regular flood disaster simulations at its locations in the future, enhance adaptive measures at its facilities, and calculate the financial impact.</p>
<p>6. In case of a transformation plan for managing climate related risks, please describe the plan, indicators and objectives used to identify and manage entity risks and transformation risks.</p>	<p>1. Implementing transformation plans in response to the three carbon fee subsidiary regulations promulgated by the government in 2024. Although the Company's Scope 1 + Scope 2 carbon emissions do not reach the regulatory threshold of 25,000 tCO₂e, carbon reduction measures cannot be delayed, and carbon fees/carbon tax issues may still become operational costs for the Company in the future. The Company follows the Science-Based Targets (SBT) methodology to set short, medium, and long-term carbon emission reduction goals: using 2021 as the base year to establish short and medium-term targets, with a 42%</p>

Item	Implementation Status
	<p>reduction in Scope 1 + Scope 2 emissions by 2030, and net-zero emissions by 2050.</p> <p>2. The total Scope 1 and Scope 2 greenhouse gas emissions of the Company for 2025 were 331.45 tCO₂e, a reduction of 16.52% compared to the base year of 2021 at 397.02 tCO₂e.</p> <p>3. The physical risk assessment for flood scenarios by the end of this century indicates that, although the Zhonghe office operations will not be immediately affected, critical information infrastructure has already been migrated to the cloud to minimize operational impact in the event of a crisis.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for pricing should be explained.</p>	<p>Ennoconn has established an internal carbon pricing mechanism to conduct cost-benefit analyses, promote low-carbon investments, improve energy use efficiency, and enhance internal carbon reduction capabilities. In 2025, the Company participated in the "Internal Carbon Pricing Implementation Guidelines • Electronics and Information Industry Consensus Exchange Meeting" guided by the Industrial Development Administration, Ministry of Economic Affairs. Drawing on the practices of industry peers, the shadow price method was adopted to set a carbon price of NT\$1,500 per tonne, which serves as a reference for capital strategy investments and major decision-making. Through the EnerMaster energy monitoring and management system, real-time electricity consumption and carbon emission data along with alerts are generated daily. Equipment electricity usage data from each floor is transmitted daily, with AI automatically generating carbon emission reports, analyzing emission hotspots, and providing optimized carbon reduction recommendations and decision support. Furthermore, senior managerial officers' compensation has been linked to ESG performance. ISO 14064-1 is used to calculate the organization's Scope 1 and Scope 2 carbon emissions, ensuring that greenhouse gas reduction targets are aligned with core business operations. Progress toward carbon reduction targets is reported at quarterly senior management meetings, encouraging consideration of climate risk issues and evaluation of low-carbon opportunities in decision-making. In addition, to align with IFRS S1 and S2 sustainability disclosure standards, extending management to the overall carbon emissions across the Group's upstream and downstream value chain is essential. The next phase of carbon reduction efforts will focus on implementing the EnerMaster energy monitoring and management system in consolidated financial statement subsidiaries. Starting in 2026, carbon emission reporting will be piloted in Taiwan. The Parent Company will formulate climate policies based on the operations of each subsidiary's locations, allocate carbon quotas, and set carbon intensity targets and emission caps with reference to carbon trading mechanisms. Each subsidiary's operating location may also submit requests for carbon quota trading, with the trading price set at the current carbon fee rate established by the Ministry of Environment. This will be simultaneously linked to performance-based variable compensation to continuously drive carbon reduction intensity within the Group.</p>
<p>8. If climate-related targets are</p>	<p>1. The Company has established a short, medium, and long-</p>

Item	Implementation Status
<p>set, the activities covered, greenhouse gas emission scopes, planning timeline, and annual progress information should be explained; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve related targets, the source and quantity of carbon reduction credits being offset or the quantity of Renewable Energy Certificates (RECs) should be specified</p>	<p>term pathway to net-zero carbon emissions by 2050 based on Scope 1 and Scope 2 emissions in the base year (2021): 30% carbon reduction by 2025, 50% carbon reduction by 2030, with a long-term strategy to achieve net-zero emissions by 2050. Complete organizational greenhouse gas inventory and ISO 14064-1 verification every year and strengthen external information disclosure on the official website, Market Observation Post System, and sustainability reports.</p> <p>2. In July 2024, through Ennoconn's subsidiary ENNOCONN INTERNATIONAL INVESTMENT CO., LTD., an investment of NT\$5 million was made to establish a 100%-owned subsidiary named EnnoFill Power Co., Ltd. This initiative aims to accelerate the integration efficiency of renewable energy usage within the Ennoconn Group, achieve energy-saving and carbon reduction targets ahead of schedule, and promote the Group's energy transition and sustainable development. Through EnnoFill Power's green electricity trading platform and renewable energy certificate trading, users can directly procure green electricity and improve energy use transparency. The current plan prioritizes Ennoconn's individual entity and the Group's Taiwan-based subsidiaries, with the overall goal of achieving 100% renewable energy progressively each year. In 2025, approximately 3,000,000 kWh of green electricity will be traded, increasing by at least 10,000,000 kWh per year thereafter, in order to realize the Group's shared commitment to protecting the planet and maximizing the environmental benefits of green electricity.</p> <p>3. In June 2025, an investment of NT\$10 million was made in green bonds issued by Taiwan Cooperative Bank (Bond abbreviation: P10 TCB 2, Code: G12441). These bonds have received green bond qualification recognition from the Taipei Exchange.</p>
<p>9. Greenhouse gas inventory and verification status, reduction targets, strategies, and specific action plans</p>	<p>Please also fill in the following table.</p>

1-1 The Company's Greenhouse Gas Inventory and Verification Status in the Last Two Years

1-1-1 Greenhouse Gas Inventory Information

State the emission volume (metric tons of CO₂e), intensity (metric tons of CO₂e/million NTD), and data coverage of greenhouse gases in the last two years.

Year		2024		2025	
Item (Unit)		Emissions (metric tons of CO ₂ e)	Intensity (metric tons of CO ₂ e/revenue NT\$ million)	Emissions (metric tons of CO ₂ e)	Intensity (metric tons of CO ₂ e/revenue NT\$ million)
Entity	Scope 1	24.4948	0.0015	27.6469	0.0013
	Scope 2	326.9263	0.0020	303.8017	0.0146
	Scope 3	3,726.954	0.2304	6,283.8802	0.3010
	Subtotal	4,077.5165	0.2522	6,615.3288	0.3170
1 Important listed/OTC subsidiaries and main operating locations	Scope 1	1,354.6065		³ NA	
	Scope 2	1,0096.6725		³ NA	
	Subtotal	11,320.0068		³ NA	
Total		15,397.5233	0.4861		

Remarks:

- Inventory report boundary: Ennoconn Corporation, 3-6F, No. 10, Jiankang Road, Zhonghe District, New Taipei City
- Major listed subsidiaries and principal operating locations: Marketech, Amit.
- NA: Data will only be available from March to April 2026.

Note 1: Direct emissions (Scope 1, i.e., direct emissions from sources owned or controlled by the company), energy indirect emissions (Scope 2, i.e., indirect greenhouse gas emissions from imported electricity, heat or steam), and other indirect emissions (Scope 3, i.e., emissions from company activities that are not energy indirect emissions but come from emission sources owned or controlled by other companies).

Note 2: The data coverage of direct emissions and energy indirect emissions should be handled in accordance with the time schedule specified in Paragraph 2, Article 10 of this standard, and the information on other indirect emissions may be disclosed voluntarily.

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

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or revenue; however, data expressed in terms of revenue (NT\$ million) shall at least be disclosed.

1-1-2 Greenhouse Gas Verification Information

State the verification status for the last two years up to the date of printing the annual report, including the verification scope, verification organization, verification standards, and verification opinion.

From 2024 to 2025, the third-party verification body DNV Business Assurance Co., Ltd. was commissioned to verify the greenhouse gas inventory data. Based on the verification process and procedures conducted by DNV, there is sufficient evidence to demonstrate that Ennoconn Corporation's greenhouse gas emissions statements for Category 1 and Category 2 are substantially correct and fairly present greenhouse gas data and related information, and are prepared in accordance with ISO 14064-1:2018, meeting the reasonable assurance level of the verification agreement. There is no evidence to suggest that Ennoconn Corporation's greenhouse gas emissions statements for Category 3, Category 4, and Category 5 are not substantially correct, do not fairly present greenhouse gas data and related information, and are not prepared in accordance with ISO 14064-1:2018, meeting the limited assurance level of the verification agreement.

Noe 1: It should be handled in accordance with the time schedule specified in Paragraph 2, Article 10 of this

II. Corporate Governance Report

Standard. If the Company has not obtained a complete greenhouse gas verification opinion by the date of printing the Annual Report, it should be noted that "Complete verification information will be disclosed in the Sustainability Report". If the Company does not prepare a Sustainability Report, it should be noted that "Complete verification information will be disclosed on the Market Observation Post System", and complete verification information should be disclosed in the annual report of the following year.

Note 2: The verification organization should meet the relevant requirements for sustainability report assurance providers set by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

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

State the base year for greenhouse gas reduction and its data, reduction targets, strategies and specific action plans, and the achievement of reduction targets.

- 1. Future quantitative management targets for carbon emissions**
In 2024, following the Science-Based Targets (SBT) methodology, we have established short, medium, and long-term carbon emission reduction targets: using 2021 as the base year for short and medium-term goals, aiming to reduce Scope 2 emissions by 42% by 2030, and achieve net-zero emissions by 2050.
- 2. Measures to achieve targets**
To achieve energy conservation and carbon reduction targets, the Company is implementing a three-stage approach. First stage: We are actively working on equipment replacement, implementing energy-saving programs for the three major areas of air conditioning systems, electrical lighting, and data center power consumption before 2025. We conduct regular equipment inspections and replacements to avoid excessive energy consumption from outdated equipment, and prioritize the procurement of Level 1 energy-saving labeled products certified by the Environmental Protection Administration. Second stage: We are actively engaging in energy transition, planning to purchase green electricity certificates and install related energy storage equipment by 2030; promoting greenhouse gas inventory among our supply chain and planning low-carbon transportation. Third stage: By 2050, we will implement carbon capital transformation, investing in natural carbon sinks, carbon credits, and negative carbon technologies to achieve net-zero carbon emissions by 2050.
- 3. The Company's current achievement status**
The total Scope 1 and Scope 2 greenhouse gas emissions of the Company for 2025 were 331.45 tCO₂e, a reduction of 16.52% compared to the base year of 2021 at 397.02 tCO₂e. Electricity consumption in 2025 was 640,932 kWh, a decrease of 19,524 kWh from 660,456 kWh in 2024, representing a reduction of 3%, significantly exceeding the established management target of a 1% annual reduction in electricity consumption.

Note 1: It should be handled in accordance with the time schedule specified in Paragraph 2, Article 10 of this standard.

Note 2: The base year should be the year in which the inventory of the consolidated financial report boundary is completed. For example, according to the regulations in Paragraph 2, Article 10 of this standard, companies with a capital of NT\$10 billion or more should complete the inventory of the consolidated financial statements for the years ended December 31, 2025 and 2024, so the base year is 2024. If the company has completed the inventory of the consolidated financial statements ahead of schedule, the earlier year can be used as the base year. In addition, the data for the base year can be calculated based on a single year or the average of several years.

(8) The Company's Implementation of Ethical Corporate Management and Measures Adopted:

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies and reasons
	Yes	No	Description	
<p>1. Establishing Integrity Management Policies and Programs</p> <p>(1) Does the Company establish ethical corporate management policies, declare its ethical corporate management policies and procedures in its guidelines and external documents, and do the Board of Directors and management work proactively to implement their commitment to those management policies?</p> <p>(2) Does the Company establish an assessment mechanism for the risk of unethical conduct, regularly analyze and evaluate the business activities with high- potential unethical conduct within its business scope, and formulate a scheme to prevent unethical conduct, and at least cover the precautionary measures for the acts in “Article 7, Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?”</p> <p>(3) Does the Company specify operation procedures, conduct guidelines, punishments for violation, and rules for appeal in the scheme for preventing unethical conduct and implement them accordingly?</p>	<p>V</p> <p>V</p> <p>V</p>		<p>(1) The Company has formulated the Code of Ethical Conduct and the Ethical Corporate Management Best Practice Principles, as approved by the Board of Directors, specifying the matters that the Company's personnel should pay attention to upon performance of businesses.</p> <p>(2) The Company strictly complies with corporate ethics and adheres to the corporate culture of integrity and honesty to create a sustainable business environment.</p> <p>(3) The Company regularly organizes corporate ethic education training and promotion for all employees. New employees are given a code of conduct on the day of taking office, which conveys the rights and obligations of employees. Moreover, the Company incorporates ethical</p>	<p>No significant deviation</p>

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies and reasons
	Yes	No	Description	
			corporate management into performance evaluation of employees and human resource policies and has established a clear and effective reward, punishment, and appeal system.	
2. Implementation of Ethical Corporate Management				
(1) Does the Company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties?	V		(1) Before establishing business relationship with others, the Company first assesses the legality and ethical corporate management policy of agents, suppliers, customers, and other business counterparties, and evaluates whether they have any records of unethical conduct in the past to ensure that their business practices are fair, transparent and will not ask for, offer or accept bribe.	No significant deviation
(2) Does the Company establish an exclusively dedicated unit under the Board to implement ethical corporate management, and report to the Board regularly (at least once a year) regarding its ethical corporate management policy, the scheme for preventing unethical conduct, and supervision of its implementation?	V		(2) The Company has designated the "General Manager's Office" as the dedicated unit for promoting ethical corporate management to implement and supervise the amendment, execution, interpretation and performance of these procedures and conduct guidelines. In addition, provide consulting services, notification contents and registration documents, and regularly report the implementation status to the Board of Directors each year, while the latest reporting date	

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies and reasons
	Yes	No	Description	
(3) Does the Company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?	V		was March 13, 2026. (3) In the event of a conflict of interest, employees can report to the head of the department or the President.	
(4) Does the Company establish effective systems for both accounting and internal control to implement ethical corporate management, and does the internal audit unit draw up relevant audit plans based on evaluation results of the risk of unethical conduct, and check the compliance of the scheme for preventing unethical conduct, or entrust CPAs to carry out the audit?	V		(4) The Company has established an effective accounting and internal control system, which are reviewed regularly and revised from time to time according to changes of laws and regulations and practical needs. They are also regularly examined to ensure that the design and implementation of the system remain effective, achieve corporate governance and risk control, and implement ethical corporate management. The Company's Corporate Sustainability Committee is the dedicated unit that implements ethical corporate management-related operations and supervise the implementation, and reports to the Board of Directors on a regular basis.	
(5) Does the company regularly hold internal and external educational training on ethical corporate management?	V		(5) From time to time, the Company promotes the principle of integrity management in various meetings, to ensure that colleagues implement the relevant norms of ethical corporate management both internally and externally. A. The Company includes "Promotion of Ethical	

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>Corporate Management Best Practice Principles" course in annual new employee training. In 2025, we held 6 sessions in the first quarter, 6 sessions in the second quarter, 13 sessions in the third quarter, and 10 sessions in the fourth quarter, with a total of 35 training hours for 35 participants. These sessions help new employees understand the importance of ethical management and behavior, emphasizing integrity assessment before establishing business relationships with customers and suppliers, and avoiding transactions with those who lack integrity.</p> <p>B. The Company conducts "Training on Ethical Management and Insider Trading Prevention" courses for Directors, Managerial officers, and all employees at least once per year. On May 15, 2025, a course on "Principles of Integrity and Anti-Corruption – Insider Trading and Confidentiality Agreements" was held for Managerial officers and senior executives, with a total of 50 hours and 50 participants, achieving a participation rate of 100%.</p>	

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>On October 14, 2025, a course on "Principles of Integrity and Anti-Corruption – Personal Data Protection Act" was held for all employees, with a total of 163 hours and 163 participants, achieving a participation rate of 80%.</p> <p>C. On December 12, 2025, a training session on "Material Inside Information and Insider Trading Prevention" was conducted for Directors, Managers, and all employees. The course totaled 87 hours, with 174 participants, an achievement rate of 81%, and an average test score of 95 points.</p> <p>D. At the time of on-boarding, new employees sign the "Integrity and Intellectual Property Rights Agreement".</p>	
<p>3. Implementation Status of the Company's Whistleblowing System</p> <p>(1) Does the Company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party?</p>	V		<p>(1) When the Company discovers or receives a report regarding an employee's involvement in unethical conduct, the Company will immediately request the perpetrator to stop the relevant conduct if it is confirmed that the reported employee has violated the relevant laws and regulations or the Company's ethical corporate management</p>	No significant deviation

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies and reasons
	Yes	No	Description	
<p>(2) Does the Company establish standard operating procedures for the reported matters and the relevant confidential mechanism?</p> <p>(3) Does the Company provide protection to whistleblowers against receiving improper treatment?</p>	V		<p>policies and regulations, and will appropriately deal with the case. If necessary, the Company shall seek compensation for damages through legal proceedings to maintain the reputation and interests of the Company.</p> <p>(2) Additionally, the Company will pay special attention to the confidentiality of whistleblowers to avoid improper treatment when dealing with related matters.</p> <p>(3) Please refer to item (4) of clause 6 “The Company’s whistle-blowing system” in this table for other information about the whistle-blowing system.</p>	
<p>4. Enhancing of Information Disclosure Does the Company disclose its ethical corporate management principles and the results of its implementation on the Company website and Market Observation Post System (MOPS)?</p>	V		<p>The Company has disclosed the contents of its Ethical Corporate Management Principles and the results of its implementation on its website and Market Observation Post System (MOPS).</p>	No significant deviation
<p>5. If the Company has established its own ethical corporate management principles based on the Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies, please describe the implementation and any deviations from the Principles: The Company has established the “Procedures for Ethical Corporate Management and Guidelines for Conduct.” There was no material discrepancy between its implementation status and “Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies”.</p>				
<p>6. Other important information to facilitate a better understanding of the Company’s ethical corporate management:</p> <p>(1) The Company’s website, annual report, and prospectus all disclose compliance with the ethical corporate management principles.</p> <p>(2) The Company’s Board of Directors closely implements the system of recusal due to conflicts of interest.</p>				

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies and reasons
	Yes	No	Description	
(3)			The Company always pays attention to the development of relevant norms of ethical corporate management at home and abroad and formulates the Company's relevant management measures.	
(4)			<p>The Company's whistle-blowing system</p> <p>A. Whistle-blowing channels: The Company encourages internal and external personnel to report unethical conduct or misconduct. In September 2015, the Company announced and provided information on the whistle-blowing channels for internal and external personnel and stakeholders at the stakeholder area of the Company's website.</p> <p>B. Whistle-blowing System: The Company's whistle-blowing system is stipulated in Article 21 of the "Ethical Corporate Management Best Practice Principles." The content is as follows: "The company encourages internal and external personnel to report unethical conduct or misconduct. The Company has established a whistle-blowing system on the Company's website for internal and external personnel to use." The whistleblower should provide at least the following information:</p> <p>a. The whistleblower's name, ID number, address, telephone number, and e-mail where they can be reached.</p> <p>b. The reported individual's name or other information that shows the identity of the reported individual.</p> <p>c. Specific evidence available for investigation.</p> <p>The Company's relevant personnel handling the report shall make a written statement that the whistleblower's identity and the content of the report shall be kept confidential, and the Company promises to protect the whistleblower from being improperly treated due to the whistle-blowing. The Company's dedicated unit will handle it according to the following procedures:</p> <p>a. If the case involves ordinary employees, it shall be reported to the General Manager. If the case involves Directors or Senior Executives, it shall be reported to Independent Directors.</p> <p>b. The responsible unit of this Company and the supervisors or personnel reported in the preceding paragraph shall immediately identify relevant facts, and if necessary, provide assistance from regulatory compliance or other relevant departments.</p> <p>c. If it is confirmed that the accused has indeed violated relevant laws and regulations or the ethical corporate management policies and regulations of this Company, it shall immediately require the accused to stop relevant acts and take appropriate measures, and if necessary, request compensation for damages through legal procedures to safeguard the reputation and rights of the Company.</p> <p>d. Written documents shall be retained for the acceptance of the complaint, the investigation process, as well as investigation results, and shall be retained for five years. Their retention may be done electronically. Before the expiration of the retention period, in the event of a lawsuit related to the whistleblowing content, the relevant information shall be retained until the conclusion of the litigation.</p> <p>e. If the report is verified to be true, the relevant units of the Company should be responsible for reviewing the relevant internal control systems and operating procedures, and proposing improvement measures to prevent the recurrence of the</p>	

Evaluation Items	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEX Listed Companies and reasons
	Yes	No	Description	
f.			same behavior. The competent department of the Company shall regularly report its subsequent review and improvement measures to the Board of Directors at least once a year, and the latest report for the year 2024 was submitted to the Board of Directors on March 14, 2025.	

(9) Other Important information regarding corporate governance:

1. The Company has established the “Management Procedures of the Prevention of Insider Trading” and announced the procedures to its managerial officers and employees.
2. The Company’s newly elected directors will be given the director’s brochure when they take the office, which contains various laws and regulations (including the Management Procedures of the Prevention of Insider Trading as mentioned in the preceding paragraph) and precautions to be taken to facilitate the new directors to comply.
3. The Company approved formulation of the Intellectual Property Management Plan associated with its operating goals at its Board of Directors’ meeting on November 11, 2021. The implementation status of the Company’s 2025 Intellectual Property Management Plan was reported and on November 13, 2025 submitted for reporting to the Board of Directors from five major aspects, i.e. patent management, trademark management, copyright management, business secret protection, and management resources and division of manpower.
4. On November 10, 2022, our board of directors approved the revision of the "Corporate Governance Best Practice Principles," which added a new provision stating that "Directors are prohibited from trading their stocks during a closed period of thirty days prior to the announcement of the annual financial report and fifteen days prior to the announcement of each quarterly financial report."

(10) Implement Status of Internal Control System

1. Statement of internal control system

Ennoconn Corporation
Statement of Internal Control System

Date: March 13, 2026

The Company's 2025 internal control system is stated as follows based on self-evaluation result:

1. The Company acknowledges that the establishment, implementation, and maintenance of an internal control system is the responsibility of the Board of Directors and managers, and the Company has established an internal control system. The internal control system is designed to provide reasonable assurance for the effectiveness and efficiency of the operations (including profitability, performance, and protection of assets), reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations.
2. The internal control system has its inherent limitations. No matter how well it is designed, an effective internal control system can only provide reasonable assurance for the achievement of the three objectives mentioned above. Furthermore, the effectiveness of the internal control system may change due to the environment and circumstances change. However, the internal control system of the Company has self-monitoring mechanisms in place, and the Company will take corrective action against any defects identified.
3. The Company uses the assessment items specified in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations") to determine whether the design and implementation of the internal control system are effective. The "Processing Guidelines" use internal control system assessment items that, based on the management control process, divide the internal control system into five components: 1. Control Environment, 2. Risk Assessment, 3. Control Activities, 4. Information and Communication, and 5. Monitoring Activities. Each constituent element includes a certain number of items. For more information on such items, please refer to the "Regulations".
4. The Company has adopted the aforesaid assessment items for the internal control system to determine whether the design and implementation of the internal control system are effective.
5. Based on the assessment results, our Company believes that our internal control system (including the supervision and management of subsidiaries) as of December 31, 2025 has been designed and implemented effectively. This includes understanding the effectiveness of operations and the degree to which efficiency targets have been achieved, reliable reporting, timely disclosure, transparency, compliance with relevant regulations and laws, and adherence to relevant internal control system design and execution. Our internal control system is able to reasonably ensure the achievement of the above objectives.
6. This statement will constitute the main content of the Company's Annual Report and the prospectus and will be disclosed to the public. Any falsehood or concealment with regard to the above contents will constitute legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. It is hereby stated that the Statement has been approved by the Board of Directors of the Company on March 13, 2026. Among the 7 Directors present, 0 expressed objections, and all agreed to the content of this Statement, which is hereby declared.

Ennoconn Corporation
Chairman: Chu, Fu-Chuan

President: Tsai, Neng-Chi

If a CPA has been hired to carry out a special audit of the internal control system, the CPA audit report shall be disclosed: None.

**(11) Major Resolutions of Shareholders' Meeting and Board of Directors' Meetings
During the Most Recent Year up to the Publication Date of the Annual Report:**

Type of Meeting	Date of Meeting	Major Resolution
Board of Directors	2025.01.15 The 23th Meeting of the 10th Session	(1) Approved the Company's 2025 Annual Operation Plan. (2) Approved the re-election of the 11th term Directors (including Independent Directors) of the Company. (3) Approved the Company's proposal to convene the 2025 Annual Shareholders' Meeting. (4) Approved the Company's endorsement and guarantee for its subsidiary, Vecow Japan Co., Ltd. (5) Approved the issuance of new common shares for the 4th quarter of 2024 due to the conversion of the Company's 4th and 5th domestic unsecured convertible corporate bonds. (6) Approved the proposal for the Company to apply for loan commitments from banks. (7) Approved the Company's Remuneration Regulations for Directors. (8) Approved 2024 year-end performance bonus for managerial officers.
Board of Directors	2025.3.14 The 24th Meeting of the 10th Session	(1) Approved the Company's 2024 self-prepared consolidated financial statements. (2) Approved the submission of the company's 2024 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System". (3) Approved the Company's proposal to apply for bank credit lines with DBS Bank (Taiwan) and Chang Hwa Bank.
Board of Directors	2025.3.28 The 25th Meeting of the 10th Session	(1) Approved the Company's 2024 Annual Business Report. (2) Approved the company's 2024 Consolidated Financial Statements and Parent Company Only Financial Statements. (3) Approved the Company's 2024 Annual Related Party Transactions Schedules. (4) Approved the Company's 2024 profit distribution proposal. (5) Approved the company's 2024 cash dividend distribution proposal. (6) Approved the total amount of Directors' remuneration and employee compensation for the Company for 2024. (7) Approved the amendments to the Company's "Articles of Incorporation". (8) Approved the proposal to define the scope of entry-level employees of the Company. (9) Approved the Company's Remuneration Regulations. (10) Approved the proposal to revise the Company's "Payroll Cycle", "Sales and Collection Cycle", "Investment Cycle", and "Property Management Procedures". (11) Approved the proposal to nominate the list of candidates for Directors and Independent Directors for the 11th term of the Company. (12) Approved the release of non-competition restrictions for the Company's newly elected directors (including independent directors). (13) Added agenda item for convening the Company's 2025 Annual Shareholders' Meeting. (14) Approved the release of non-competition restrictions for the

Type of Meeting	Date of Meeting	Major Resolution
		Company's President.
Board of Directors	2025.05.13 The 26th Meeting of the 10th Session	<ol style="list-style-type: none"> (1) Approved the Company's Consolidated Financial Statements for the first quarter of 2025. (2) Approved the proposed audit service fees to KPMG for 2025. (3) Approved the proposal for the Company to supplement the public offering and apply for listing of the privately placed domestic unsecured convertible bonds issued in 2021 and the privately placed common shares issued in 2022. (4) Approved the issuance of new common shares for the 1st quarter of 2025 due to the conversion of the Company's 4th and 5th domestic unsecured convertible corporate bonds. (5) Approved the proposal for the Company's 2024 ESG Sustainability Report. (6) Approved the proposal to establish an IFRS Sustainability Disclosure Standards Implementation Project Team. (7) Approved the proposal to abolish the Company's 'Sustainable Development Committee Charter' and to establish the 'Sustainable Development and Nomination Committee Charter'. (8) Approved the proposal for Company's cash capital increase in its subsidiary, Ennoconn Solutions Singapore PTE. LTD. (9) Approved the proposal for the Company to provide endorsements and guarantees for 4 APAC region subsidiaries. (10) Approved the proposal for the Company to provide endorsements and guarantees for its subsidiary American Industrial Systems Inc. (hereinafter referred to as "AIS"). (11) Approved the proposal for the Company to apply for loan commitments from seven banks.
Board of Directors	2025.05.29 The 1st Meeting of the 11th Session	<ol style="list-style-type: none"> (1) Approved the proposal to elect the Chairman. (2) Approved the proposal to appoint members of the 6th Remuneration Committee of the Company. (3) Approved the proposal to appoint members of the 2nd Sustainable Development and Nomination Committee of the Company.
Board of Directors	2025.08.12 The 2st Meeting of the 11th Session	<ol style="list-style-type: none"> (1) Approved the Company's Consolidated Financial Statements for the second quarter of 2025. (2) Approved the proposal for the Company to prepare a plan to enhance corporate value. (3) Approved the Company's detailed distribution of directors' remuneration in 2024. (4) Approved the Company's distribution of compensation to managerial officers in 2024. (5) Approved the salary adjustment plan for managerial officers. (6) Approved the proposal for the Company to apply for loan commitments from four banks. (7) Approved the proposal for the Company to acquire common shares of "Kontron AG" directly or through subsidiaries.
Board of Directors	2025.8.26 The 3st Meeting of the 11th Session	<ol style="list-style-type: none"> (1) Approved the proposal to revise the issuance and conversion terms of Ennoconn's 1st domestic privately placed unsecured convertible bonds issued in 2021 to Ennoconn's 6th domestic unsecured convertible bonds issuance and conversion terms. (2) Approved the proposal for the Company to apply for loan commitments from seven banks.

Type of Meeting	Date of Meeting	Major Resolution
Board of Directors	2025.11.13 The 4st Meeting of the 11th Session	<ol style="list-style-type: none"> (1) Approval of the Company's Consolidated Financial Statements for the third quarter of 2025. (2) Approved the assessment of CPA's independence and competence. (3) Approved the evaluation of the qualifications and independence of the Company's independent directors. (4) Approved the Audit Plan for 2026. (5) Approved the proposal to revise the Company's "Procedures for Acquisition or Disposal of Assets", "Sustainable Development Best Practice Principles", "Operating Procedures for the Preparation and Assurance of Sustainability Reports", and "Electronic Data Processing Operations". (6) Approved the Company's proposed ESG implementation goals in 2026. (7) Approved the issuance of new common shares for the 3rd quarter of 2025 due to the conversion of the Company's 4th domestic unsecured convertible corporate bonds. (8) Approved the proposal for the Company to provide additional endorsements and guarantees for its subsidiary Ennoconn Solutions Singapore PTE LTD. (hereinafter referred to as "ESS"). (9) Approved the proposal for the Company to apply for loan commitments from three banks.
Board of Directors	2026.01.29 The 5st Meeting of the 11th Session	<ol style="list-style-type: none"> (1) Approved the Company's 2026 Annual Operation Plan. (2) Approved the Company's proposal to convene the 2026 Annual Shareholders' Meeting. (3) Approved the amendment to certain provisions of the Company's "Domestic Fifth Unsecured Convertible Corporate Bond Issuance and Conversion Procedures". (4) Approved the issuance of new common shares for the 4th quarter of 2025 due to the conversion of the Company's 4th and 6th domestic unsecured convertible corporate bonds. (5) Approved the amendment to the Company's "Payroll Cycle". (6) Approved the proposal for the Company to apply for loan commitments from three banks. (7) Approved 2025 year-end performance bonus for managerial officers.
Board of Directors	2026.03.13	<ol style="list-style-type: none"> (1) Approved the Company's 2025 self-prepared Consolidated Financial Statements. (2) Approved the submission of the Company's 2025 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System".
Board of Directors	2026.03.27	<ol style="list-style-type: none"> (1) Approved the Company's 2025 Annual Business Report. (2) Approved the Company's 2025 Consolidated Financial Statements and Parent Company Only Financial Statements. (3) Approved the total amount of Directors' remuneration and employee compensation for the Company for 2025. (4) Approved the Company's 2025 profit distribution proposal. (5) Approved the Company's 2025 cash dividend distribution proposal.
Annual Shareholders' Meeting	2025.05.29	<ol style="list-style-type: none"> (1) Acknowledgment of the correction to the Company's fiscal year 2023 earnings distribution proposal Implementation status: The resolution was approved, and the relevant resolution content was recorded in the meeting minutes.

Type of Meeting	Date of Meeting	Major Resolution
		<p>(2) Acknowledgment of 2024 financial statements and business report. Implementation status: The resolution was approved, and the relevant resolution content was recorded in the meeting minutes.</p> <p>(3) Acknowledgment of the 2024 profit distribution proposal. Implementation status: The cash dividend was adjusted to NT\$12.20 per share, totaling NT\$1,677,984,584, due to changes in the total share capital resulting from the conversion of the Company's convertible corporate bonds into common shares. The dividend was distributed on July 25, 2025.</p> <p>(4) Approved the amendments to the Company's "Articles of Incorporation". Implementation status: Submitted to the Ministry of Economic Affairs for change registration upon resolution approval, and the registration has been completed.</p> <p>(5) Election of the Company's 11th Board of Directors (including Independent Directors). Implementation status: Submitted to the Ministry of Economic Affairs for change registration upon completion of the election, and the registration has been completed.</p> <p>(6) Release of non-competition restrictions for the Company's newly elected directors (including independent directors). Implementation status: Approved.</p>

(12) Main content of any recorded or written statements made by directors or supervisors who had dissenting opinions on important resolutions passed by the Board of Directors in the most recent year and up to the date of the annual report: None.

3. CPA Fee Information:

(1) Range of CPA Fees:

Unit: NT\$ thousand

Name of CPA Firm	Name of CPA		Audit Period of CPA	Audit Fee	Non-Audit Fee	Total	Remarks
KPMG Taiwan	Xiao, Pei-Ru	Yu, Chi-Lung	2025.01.01~2025.12.31	3,910	90	4,000	None

Note 1: If the Company changed any CPA or CPA firm in current year, audit periods shall be specified separately, the reason for the change shall be specified in the remarks column, and the audit and non-audit fees paid shall be disclosed. There should be remark to explain the content of the non-audit fees.

Please specify non-audit fees: None.

(2) When non-audit fees paid to the CPAs, to the accounting firm of the CPA, and/or to any affiliated enterprise of such accounting firm are one quarter or more of the audit fees paid thereto, the amounts of both audit and non-audit fees, as well as details of non-audit services, shall be disclosed:

Unit: NT\$ thousand

Audit Fee	Non-Audit Fee					Remarks
	System Design	Business Registration	Human Resources	Others	Subtotal	
3,910	0	90	0	0	4,000	Assistance with change registration

(3) 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 and percentage of the audit fees before and after the change and the reasons shall be disclosed: Not applicable.

(4) If the audit fee decreased by more than 10% compared to the previous year, the amount and percentage of decrease and the reason should be disclosed: No such occurrence.

4. Information on CPA Replacement

None.

5. The Company's Chairman, President, or Managerial Officer in Charge of Finance or Accounting Matters that Held a Position in the Accounting Firm of its CPA or in an Affiliates in the Most Recent Year:

None.

6. Transfer and Pledge of Equity by Directors, Managerial Officers and Shareholders Holding more than 10% of the Company's Shares in the Most Recent Year and up to the Publication Date of this Annual Report

(1) Transfer and Pledge of Equity by Directors, Managerial Officers and Shareholders Holding more than 10% of the Company's Shares:

Title	Name	2025		2026 up to March 31	
		Number of Shares Held Increase (Decrease)	Number of Pledged Shares Increase (Decrease)	Number of Shares Held Increase (Decrease)	Number of Pledged Shares Increase (Decrease)
Chairman and CEO	Chu, Fu-Chuan	50,000	0	0	0
Corporate Director and Major Shareholder	Baoxin International Investments Ltd.	0	0	0	0
Director	Baoxin International Investments Ltd. Representative: Fang, Guang-Yeu	0	0	0	0
Director	Baoxin International Investments Ltd. Representative: Chuan-Wang Chang	0	0	0	0
Independent Director	Chan, Hsin-I	0	0	0	0
Independent Director	Wen, Miao-Hsin	0	0	0	0
Independent Director	Shao, Chien-Hua	0	0	0	0
Independent Director	Liu, Shui-En	0	0	0	0
President	Tsai, Neng-Chi	0	0	0	0
President, Mainland China Branch	Lou, Chao-Tsung	0	0	0	0
Associate Manager, R&D Center	Chang, Sheng-Hsiung	0	0	0	0
CFO	Chuang, Tsung-Hsien	0	0	0	0
Associate Manager, IT Department	Chang, Wen-Ta	0	0	0	0
Corporate Governance Officer	Chou, Hung-Chih	0	0	0	0

(2) **Directors, Managerial Officers, and Shareholders Holding over 10% of the Company's Shares whose Counterparty to Equity Transfers is a Related Party: None.**

(3) **Directors, Managerial Officers, and Shareholders Holding over 10% of the Company's Shares whose Counterparty to Equity Pledges is a Related Party: None.**

7. Information on the Top Ten Shareholders and their Relationships:

March 31, 2026: Unit: shares; %

NAME (NOTE 1)	SHARES HELD PERSONALLY		SHARES HELD BY SPOUSE & MINOR OF SHAREHOLDERS		TOTAL SHARES HELD BY NOMINEES		Name or Relationship Between or Among the Top Ten Shareholders Who Are Related Parties or Spouses and Relatives Within the Second Degree of Kinship		REMARKS
	Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %	Name	Relationship	
Baoxin International Investments Ltd.	33,178,779	22.74%	0	0	0	0	Hong Yang Venture Capital Corporation	Same ultimate parent company	None
Baoxin International Investments Ltd. Representative: Huang, De-Cai	0	0.00%	0	0	0	0	None	None	None
Citibank (Taiwan) Commercial Bank entrusted with the dedicated investment account of Google Inc.	4,880,000	3.35%	0	0	0	0	None	None	None
Bank of Taiwan Trustee Custody Account for Yuanta Taiwan High Dividend Low Volatility ETF Securities Investment Trust Fund Account	4,580,000	3.14%	0	0	0	0	None	None	None
Chunghwa Post Co., Ltd.	4,411,000	3.02%	0	0	0	0	None	None	None
Chunghwa Post Co., Ltd. Representative: Wang, Kwo-Tsai	0	0.00%	0	0	0	0	None	None	None
Hsiang Fa Co.	3,682,456	2.52%	0	0	0	0	None	None	None
Hsiang Fa Co. Representative: Ku, Ta-Wei	0	0.00%	0	0	0	0	None	None	None
Hua Nan Commercial Bank Custodianship for Yuanta Taiwan High-Yield Value ETF Securities Investment Trust Fund	3,542,000	2.43%	0	0	0	0	None	None	None
KGI Life Insurance Co., Ltd.	2,832,000	1.94%	0	0	0	0	None	None	None

II. Corporate Governance Report

NAME (NOTE 1)	SHARES HELD PERSONALLY		SHARES HELD BY SPOUSE & MINOR OF SHAREHOLDERS		TOTAL SHARES HELD BY NOMINEES		Name or Relationship Between or Among the Top Ten Shareholders Who Are Related Parties or Spouses and Relatives Within the Second Degree of Kinship		REMARKS
	Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %	Name	Relationship	
Fubon Life Insurance Co., Ltd. Representative: Wang, Alan	0	0.00%	0	0	0	0	None	None	None
Labor Pension Fund	2,131,000	1.46%	0	0	0	0	None	None	None
Hyield Venture Capital Co., Ltd.	2,063,433	1.41%	0	0	0	0	Baoxin International Investments Ltd.	Same ultimate parent company	None
Hyield Venture Capital Co., Ltd. Representative: Huang, De-Cai	0	0.00%	0	0	0	0	None	None	None
TransGlobe Life Insurance Inc.	1,642,000	1.13%	0	0	0	0	None	None	None
TransGlobe Life Insurance Inc. Representative: Lin, Wen-Hui	0	0.00%	0	0	0	0	None	None	None

Note 1: All top ten Shareholders are listed in full; for corporate shareholders, both the name of the corporate shareholder and the name of its representative are listed separately.

8. Number of Shares in the Same Investee and Total Shareholding Ratio Held by the Company, its Directors, Supervisors and Managerial Officers, and Any Companies Controlled either Directly or Indirectly by the Company

December 31, 2025

Unit: shares; %

Investee Company	Investment		Investee Directors, Supervisors or Managerial Officers or Any Companies Directly or Indirectly Controlled by the Company		Comprehensive investment	
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio
The Innovation System Integration Limited (HK)	518,216,530	100.00%	-	-	518,216,530	100.00%
ENNOCONN INTERNATIONAL INVESTMENT CO., LTD.	820,635,000	100.00%	-	-	820,635,000	100.00%
CASWELL, INC.	20,000,000	27.27%	3,839,000	5.23%	23,839,000	32.50%
Ennoconn Investment Holdings Co.,Ltd	309,510,000	100.00%	-	-	309,510,000	100.00%
AIS Cayman Technology	4,028,217	37.64%	6,672,469	62.36%	10,700,686	100.00%
Ennoconn Solutions Singapore Pte.Ltd	42,000,000	100.00%	-	-	42,000,000	100.00%

Note: The Company adopts long-term investment using the equity method.

III. Fundraising Status

1. Capital and Shares:

(1) Capital Formation:

Unit: Shares; NT\$

Date	Issuance Price	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Share Capital Source	Capital Increase by Assets Other Than Cash	Others
1999.07.12 (Note 1)	10	4,000,000	40,000,000	1,000,000	10,000,000	Initial capital	-	-
1999.10.25 (Note 2)	10	4,000,000	40,000,000	4,000,000	40,000,000	Cash capital increase of 30,000,000	-	-
2001.01.15 (Note 3)	10	10,000,000	100,000,000	10,000,000	100,000,000	Cash capital increase of 60,000,000	-	-
2005.05.25 (Note 4)	20 10	10,000,000	100,000,000	4,000,000	40,000,000	Capital contributions by claims of 20,000,000 Capital decrease of 80,000,000	-	-
2005.06.24 (Note 5)	20	10,000,000	100,000,000	5,000,000	50,000,000	Cash capital increase of 10,000,000	-	-
2006.05.11 (Note 6)	10 10 10	60,000,000	600,000,000	14,000,000	140,000,000	Cash capital increase of 70,000,000 Capital increase from earnings 18,489,850 Capital increase from employee bonus 1,510,150	-	-
2006.10.04 (Note 7)	10	60,000,000	600,000,000	16,800,000	168,000,000	Cash capital increase of 28,000,000	-	-
2007.03.06 (Note 8)	12.5	60,000,000	600,000,000	36,800,000	368,000,000	Cash capital increase of 200,000,000	-	-
2007.06.22 (Note 9)	10	60,000,000	600,000,000	37,793,600	377,936,000	Capital increase from earnings 9,936,000	-	-
2008.08.21 (Note 10)	10 10	60,000,000	600,000,000	40,040,000	400,400,000	Capital increase from earnings 19,136,000 Capital increase from employee bonus 3,328,000	-	-
2009.08.25 (Note 11)	10 12.26	60,000,000	600,000,000	41,675,111	416,751,110	Capital increase from earnings 14,014,000 Capital increase from employee bonus 2,337,110	-	-
2010.08.13 (Note 12)	10 13.58	60,000,000	600,000,000	46,185,340	461,853,400	Capital increase from earnings 38,757,860 Capital increase from employee bonus 6,344,430	-	-
2011.09.26 (Note 13)	10 14.24	60,000,000	600,000,000	47,409,788	474,097,880	Capital increase from earnings 11,084,480 Capital increase from employee bonus 1,160,000	-	-
2012.09.17 (Note 14)	25 10 13.96	60,000,000	600,000,000	53,945,984	539,459,840	Cash capital increase of 50,000,000 Capital increase from earnings 9,481,960 shares Capital increase from employee bonus 5,880,000 shares	-	-
2013.07.17 (Note 15)	10 42.42	100,000,000	1,000,000,000	60,450,341	604,503,410	Capital increase from earnings 60,635,280 shares Capital increase from employee bonus 4,408,290 shares	-	-
103.04.16 (Note 16)	128	100,000,000	1,000,000,000	66,530,341	665,303,410	Cash capital increase of 60,800,000	-	-
2015.01.21 (Note 17)	236	100,000,000	1,000,000,000	68,680,341	686,803,410	Share swap of 21,500,000 shares	Share swap for Caswell Inc. 8,600 thousand shares	-
2015.11.30 (Note 18)	10	100,000,000	1,000,000,000	68,875,760	688,757,600	Converted 1,954,190 shares from the first domestic convertible corporate bonds	-	-
2016.02.15 (Note 19)	10	100,000,000	1,000,000,000	69,728,698	697,286,980	Converted 8,529,380 shares from the first domestic convertible corporate bonds	-	-
2016.05.19 (Note 20)	10	100,000,000	1,000,000,000	70,495,867	704,958,670	Converted 7,671,690 shares from the first domestic convertible corporate bonds	-	-
2016.08.11 (Note 21)	388	100,000,000	1,000,000,000	74,995,867	749,958,670	Cash capital increase 45,000,000 shares	-	-
2016.08.29 (Note 22)	10	100,000,000	1,000,000,000	75,618,210	756,182,100	Converted 6,223,430 shares from the first domestic convertible corporate bonds	-	-
2016.11.22 (Note 23)	10	100,000,000	1,000,000,000	76,152,738	761,527,380	Converted 5,345,280 shares in the first and second domestic convertible corporate bonds	-	-
2017.02.06 (Note 24)	10	100,000,000	1,000,000,000	76,300,802	763,008,020	Converted 1,480,640 shares in the first and second domestic convertible corporate bonds	-	-
2017.05.31 (Note 25)	10	100,000,000	1,000,000,000	76,388,434	763,884,340	Converted 87,632 shares in the first and second domestic convertible corporate bonds	-	-
2017.08.07 (Note 26)	10	100,000,000	1,000,000,000	76,398,052	763,980,520	Converted 9,618 shares in the first and second domestic convertible corporate bonds	-	-
2017.12.07 (Note 27)	10	100,000,000	1,000,000,000	76,527,598	765,275,980	Converted 139,546 shares in the first and second domestic convertible corporate bonds	-	-
2018.02.01 (Note 28)	10	100,000,000	1,000,000,000	76,528,811	765,288,110	Converted 1,213 shares in the second domestic convertible corporate bonds	-	-
2018.05.24 (Note 29)	10	100,000,000	1,000,000,000	77,365,249	773,652,490	Converted 836,438 shares in the second domestic convertible corporate bonds and first overseas convertible corporate bonds	-	-
2019.03.13 (Note 30)	10	100,000,000	1,000,000,000	83,574,472	835,744,720	Cash capital increase 60,000,000 shares	-	-
2020.09.21 (Note 31)	10	250,000,000	2,500,000,000	91,866,420	918,664,200	Capital increase from earnings 8,291,948 shares	-	-
2020.12.02 (Note 32)	10	250,000,000	2,500,000,000	93,272,019	932,720,190	Converted 1,405,599 shares in the third domestic convertible corporate bonds	-	-

III. Shares and Fundraising

Date	Issuance Price	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Share Capital Source	Capital Increase by Assets Other Than Cash	Others
2021.02.13 (Note 33)	10	250,000,000	2,500,000,000	96,812,019	968,120,190	The Company increased its capital through the issuance of 3,540,000 new shares and made a share swap with its subsidiary AIS (Cayman)	Swapped 4,028,217 shares with AIS (Cayman)	-
2022.01.07 (Note 34)	10	250,000,000	2,500,000,000	101,812,019	1,018,120,190	Issuance of 5,000,000 new shares for the Company's capital increase in cash	-	-
2022.01.19 (Note 35)	10	250,000,000	2,500,000,000	106,692,019	1,066,920,190	Issuance of 4,880,000 privately-placed common shares for the Company's capital increase in cash	-	-
2022.05.25 (Note 36)	10	250,000,000	2,500,000,000	106,037,019	1,060,370,190	The Company reduced capital of 655,000 shares due to cancellation of treasury shares	-	-
2023.05.24 (Note 37)	10	250,000,000	2,500,000,000	108,765,088	1,087,650,880	Converted 2,728,069 shares in the third and fourth domestic convertible corporate bonds		
2023.07.31 (Note 38)	10	250,000,000	2,500,000,000	124,135,426	1,241,354,260	Converted 15,370,338 shares in the third and fourth domestic convertible corporate bonds		
2023.12.06 (Note 39)	10	250,000,000	2,500,000,000	128,216,182	1,282,161,820	Converted 4,080,756 shares in the third and fourth domestic convertible corporate bonds		
2024.02.15 (Note 40)	10	250,000,000	2,500,000,000	131,999,868	1,319,998,680	Converted 3,783,686 shares in the third and fourth domestic convertible corporate bonds		
2024.05.30 (Note 41)	10	250,000,000	2,500,000,000	137,027,048	1,370,270,480	Converted 5,027,180 shares in the third, fourth and fifth domestic convertible corporate bonds		
2024.09.09 (Note 42)	10	250,000,000	2,500,000,000	137,077,103	1,370,771,030	Converted 50,055 shares in the fourth and fifth domestic convertible corporate bonds		
2024.12.02 (Note 43)	10	250,000,000	2,500,000,000	137,394,617	1,373,946,170	Converted 317,514 shares in the fourth and fifth domestic convertible corporate bonds		
2025.02.12 (Note 44)	10	250,000,000	2,500,000,000	137,537,166	1,375,371,660	Converted 142,549 shares in the fourth and fifth domestic convertible corporate bonds		
2025.05.29 (Note 45)	10	250,000,000	2,500,000,000	137,539,720	1,375,397,200	Converted 2,554 shares in the fourth and fifth domestic convertible corporate bonds		
2025.12.10 (Note 46)	10	250,000,000	2,500,000,000	137,540,252	1,375,402,520	Converted 2,554 shares in the fourth and fifth domestic convertible corporate bonds		
2026.03.11 (Note 47)	10	250,000,000	2,500,000,000	145,886,397	1,458,863,970	Converted 8,346,145 shares in the fourth and fifth domestic convertible corporate bonds		

- Note 1: Approval Letter No. 88328790 issued by the Construction Bureau of the Taipei City Government on September 16, 1999
- Note 2: Approval Letter No. 88347702 issued by the Construction Bureau of the Taipei City Government on October 25, 1999
- Note 3: Approval Letter No. 0900100965 issued by the Ministry of Economic Affairs on January 15, 2001
- Note 4: Approval Letter No. 09432172260 issued by the Ministry of Economic Affairs on May 25, 2005
- Note 5: Approval Letter No. 09432336280 issued by the Ministry of Economic Affairs on June 24, 2005
- Note 6: Approval Letter No. 09532165220 issued by Ministry of Economic Affairs on May 11, 2006
- Note 7: Approval Letter No. 09532926230 issued by Ministry of Economic Affairs on October 4, 2006
- Note 8: Approval Letter No. 09631769360 issued by Ministry of Economic Affairs on March 6, 2007
- Note 9: Approval Letter No. 09632312080 issued by Ministry of Economic Affairs on June 22, 2007
- Note 10: Approval Letter No. 0973049365 issued by the Department of Economic Development of Taipei County Government on August 21, 2008
- Note 11: Approval Letter No. 09832930520 issued by the Ministry of Economic Affairs on August 25, 2009
- Note 12: Approval Letter No. 0993148047 issued by Taipei County Government on August 13, 2010
- Note 13: Approval Letter No. 1005059538 issued by the New Taipei City Government on September 26, 2011
- Note 14: Approval Letter No. 10101192660 issued by the Ministry of Economic Affairs on September 17, 2012
- Note 15: Approval Letter No. 10201140690 issued by the Ministry of Economic Affairs on July 17, 2013
- Note 16: Approval Letter No. 10301065980 issued by the Ministry of Economic Affairs on April 16, 2014
- Note 17: Approval Letter No. 10401002010 issued by the Ministry of Economic Affairs on January 21, 2015
- Note 18: Approval Letter No. 10401247880 issued by the Ministry of Economic Affairs on November 30, 2015
- Note 19: Approval Letter No. 10501027780 issued by the Ministry of Economic Affairs on February 15, 2016
- Note 20: Approval Letter No. 10501104050 issued by the Ministry of Economic Affairs on May 19, 2016
- Note 21: Approval Letter No. 10501193160 issued by the Ministry of Economic Affairs on August 11, 2016
- Note 22: Approval Letter No. 10501209510 issued by the Ministry of Economic Affairs on August 29, 2016
- Note 23: Approval Letter No. 10501266500 issued by the Ministry of Economic Affairs on November 22, 2016
- Note 24: Approval Letter No. 10601014510 issued by the Ministry of Economic Affairs on February 6, 2017
- Note 25: Approval Letter No. 10601069670 issued by the Ministry of Economic Affairs on May 31, 2017
- Note 26: Approval Letter No. 10601112420 issued by the Ministry of Economic Affairs on August 7, 2017
- Note 27: Approval Letter No. 10601164100 issued by the Ministry of Economic Affairs on December 7, 2017
- Note 28: Approval Letter No. 10701012860 issued by the Ministry of Economic Affairs on February 1, 2018
- Note 29: Approval Letter No. 10701057310 issued by the Ministry of Economic Affairs on May 24, 2018
- Note 30: Approval Letter No. 10801036000 issued by the Ministry of Economic Affairs on April 3, 2019
- Note 31: Approval Letter No. 10901180310 issued by the Ministry of Economic Affairs on September 21, 2020
- Note 32: Approval Letter No. 10901223000 issued by the Ministry of Economic Affairs on December 2, 2020
- Note 33: Approval Letter No. 11001029270 issued by the Ministry of Economic Affairs on February 23, 2021
- Note 34: Approval Letter No. 11101001020 issued by the Ministry of Economic Affairs on January 7, 2022
- Note 35: Approval Letter No. 11101007710 issued by the Ministry of Economic Affairs on January 19, 2022
- Note 36: Approval Letter No. 11101084530 issued by the Ministry of Economic Affairs on May 25, 2022
- Note 37: Approval Letter No. 11230086450 issued by the Ministry of Economic Affairs on May 24, 2023
- Note 38: Approval Letter No. 11230136950 issued by the Ministry of Economic Affairs on July 31, 2023
- Note 39: Approval Letter No. 11230226240 issued by the Ministry of Economic Affairs on December 6, 2023
- Note 40: Approval Letter No. 11330013040 issued by the Ministry of Economic Affairs on February 15, 2024
- Note 41: Approval Letter No. 11330085340 issued by the Ministry of Economic Affairs on May 30, 2024
- Note 42: Approval Letter No. 11330157860 issued by the Ministry of Economic Affairs on May 30, 2024
- Note 43: Approval Letter No. 11330207060 issued by the Ministry of Economic Affairs on December 2, 2024
- Note 44: Approval Letter No. 11430009720 issued by the Ministry of Economic Affairs on February 12, 2025
- Note 45: Approval Letter No. 11430067310 issued by the Ministry of Economic Affairs on May 26, 2025
- Note 46: Approval Letter No. 11430190440 issued by the Ministry of Economic Affairs on December 10, 2025
- Note 47: Approval Letter No. 11530032110 issued by the Ministry of Economic Affairs on March 11, 2026

(2) Types of issued shares:

March 31, 2026; Unit: Shares

Shares Type of Shares	Authorized Capital			Remarks
	Outstanding Shares	Unissued Shares	Total	
Common shares	145,886,397	104,113,603	250,000,000	None

2. List of Major Shareholders:

March 31, 2026; Unit: Shares

Name of Major Shareholders	Shares	Number of Shares Held	Shareholding Ratio
Baoxin International Investments Ltd.		33,178,779	22.74%
Citibank (Taiwan) Commercial Bank entrusted with the dedicated investment account of Google Inc.		4,880,000	3.35%
Bank of Taiwan Trustee Custody Account for Yuanta Taiwan High Dividend Low Volatility ETF Securities Investment Trust Fund Account		4,580,000	3.14%
Chunghwa Post Co., Ltd.		4,411,000	3.02%
Hsiang Fa Co.		3,682,456	2.52%
Hua Nan Commercial Bank Custodianship for Yuanta Taiwan High-Yield Value ETF Securities Investment Trust Fund Account		3,542,000	2.43%
KGI Life Insurance Co., Ltd.		2,832,000	1.94%
Labor Pension Fund		2,131,000	1.46%
Hyield Venture Capital Co., Ltd.		2,063,433	1.41%
TransGlobe Life Insurance Inc.		1,642,000	1.13%

3. The Company's Dividend Policy and Implementation Status:**(1) Company Dividend Policy**

Article 20 of the Company's Articles of Incorporation:

If the Company has profits for the year, no less than 2% shall be allocated as employee compensation. The Board of Directors shall resolve whether to distribute such compensation in the form of stock or cash. The recipients of such distribution may include employees of controlling or subsidiary companies who meet certain conditions, and the relevant procedures shall be authorized by the Board of Directors. The Company may, from the aforementioned profit amount, allocate no more than 2% as Directors' compensation by resolution of the Board of Directors. Employee compensation and directors' remuneration distribution proposal shall be submitted and reported to Shareholders' Meeting.

However, in case of any accumulated losses to the Company, it shall reserve certain amount for recovery of the losses, and then allocate employee compensation and directors' compensation according to the said ratio.

Article 20-1 of the Company's Articles of Incorporation:

If there are current net profits after tax specified in the Company's annual final accounts, they shall be distributed in the following order:

1. Recovery of losses.
2. 10% of such profits shall be withdrawn as statutory surplus reserve in accordance with laws, but if accumulated statutory surplus reserve reaches the Company's total capital, this provision shall not apply.
3. Others profits shall be withdrawn or reversed as special surplus reserve in accordance with laws and regulations.
4. After deducting the amounts specified in items (1) to (3) from the "current net income" of the annual closing, along with the accumulated undistributed earnings at the beginning of the period as well as the undistributed earnings adjustment amount for the current year, the Board of Directors shall prepare a distribution proposal for the distributable earnings and submit it to the Shareholders' Meeting for resolution.

The Company authorizes the Board of Directors to approve the distribution of dividends and bonuses or the legal reserve and capital surplus stipulated in Paragraph 1, Article 241 of the Company Act, in whole or in part, in the form of cash with the consent of majority of attending directors which represents more than two-third of all directors pursuant to Paragraph 5, Article 240 of the Company Act and report to the Shareholders' Meeting.

The Company is in a growth stage at present, and distribution plan shall be made by its Board of Directors for distribution of earnings based on development and expansion of its business in the future by considering the Company's future demands for capital expenditures, budgets and funds, and such distribution may be conducted after it is resolved by Shareholders' Meeting. However, in terms of dividend distribution, no less than 10% of the dividends to be distributed in the then current year shall be distributed in cash.

In terms of the dividend distribution of the Company, it shall be not less than 40% of the accumulated earnings available for distribution in principle.

(2) The dividend distribution proposed at this Shareholders' Meeting

The 2025 earnings distribution proposal was approved by the Company's Board of Directors on March 27, 2026 (yet to be resolved by the Shareholders' Meeting)

1. Cash dividends from earnings: 14 (NT\$/shares).
2. Stock dividends from earnings: 0 (NT\$/shares).
3. Cash distribution from legal reserve and capital reserve: 0 (NT\$/shares).
4. Total amount of cash (dividends) distributed to shareholders: NT\$ 2,042,409,558.
5. Total amount of stock (dividends) distributed to shareholders: NT\$ 0.

(3) If it is expected that there will be material changes in the dividend policy, it shall be explained:

As of the publication date of the Annual Report, the Company has no plans to change its dividend policy.

4. The impact on the Company's Business Performance and Earnings per Share of any Stock Dividend Distribution Proposed or Adopted at This Shareholders' Meeting: Not applicable.

5. Employees' bonuses and directors' remuneration

(1) For the percentages or ranges with respect to an employee, director, and supervisor compensation, as set forth in the Company's Articles of Incorporation: Refer to 6.(1).

(2) The basis for estimating the amount of employees' and directors' compensation, for calculating the number of shares to be distributed as employees' compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

1. Basis for estimating the amount of employees' and directors' compensation for this period: Please refer to above mentioned 6.(1) description regarding Dividend Policy.
2. The basis for calculating the number of shares of employees' compensation based on stock distribution in the current period: None.
3. Accounting treatment when there is a discrepancy between the actual distribution amount and the estimated amount for this period: Treated as a change in accounting estimate and recognized in the profit or loss of the actual distribution year.

(3) Information on distribution of compensation approved by the Board of Directors:

1. The amount of compensation distributed for employees and directors in cash or stock. If there is any discrepancy between that recognized expenses and the estimated figure for the fiscal year, the discrepancy, cause, and the status of treatment shall be disclosed:

The Company's employees' compensation and directors' remuneration for fiscal year 2025 were approved by the Board Of Directors on March 27, 2026. The Company distributed a total cash employee compensation of NT\$105,000,000 for fiscal year 2025, representing 2.9% of the audited net profit for fiscal year 2025. Of this amount, a portion is intended to be distributed to an estimated 86 entry-level employees, with total cash compensation for entry-level employees amounting to NT\$12,593,000, representing 11.99% of the total cash employees' compensation for fiscal year 2025 and 0.4% of the audited net profit for fiscal year 2025, with no discrepancy from the amount accrued by the Company. And the Company distributed directors' remuneration for fiscal year 2025 in the amount of NT\$6,000,000, representing 0.2% of the final audited profits for 2025. The estimated employees' cash compensation was NT\$105,000,000, and directors' remuneration was NT\$6,000,000 in 2025, which were respectively estimated at the pre-tax profits as stated in 6.(1) Dividend Policy and there is no discrepancy from the annual estimated amount.

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2. The ratio of employees' compensation distributed in stock to the sum of net profit after tax and total employee compensation for this period: The Company distributed employee bonuses in cash for the year 2025, and there was no employees' compensation distributed in stock.

(4) The actual distribution of employees' and directors' compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee and director compensation, the discrepancy, cause, and the status of treatment shall be disclosed:

In the Company's 2024 earnings distribution, the compensation distribution for employees and directors is as follows

Unit: NT\$

2024	Amount recognized in the Financial Statements	Actual Distribution Amount Approved by the Board of Directors	Difference	Cause for Difference
Employees' compensation	90,200,000	90,200,000	0	None
Directors' remuneration	6,000,000	6,000,000	0	
Total	96,200,000	96,200,000	0	

6. Company Shares Bought Back by the Company (Executed and Completed):

Purpose of buyback	Shares transferred to employees
Period of buyback	2017.03.30-2017.05.08
Range of buyback price	NT\$ 388 – 500
Type and number of bought-back shares	Common shares 1,000,000 shares
Amount of bought-back shares	NT\$356,652,934
The ratio of bought-back shares in the shares planned to be bought back (%)	66.67%
Number of shares canceled and transferred	1,000,000 shares
Cumulative number of the Company's shares held	0 Share (The Company completed capital reduction due to cancellation of treasury stocks in May 2022)
The ratio of the cumulative number of the Company's shares held in the total number of shares issued (%)	0%

7. Issuance of Corporate Bonds:**(1) Domestic and overseas corporate bonds:**

Types of Corporate Bonds	The Fifth Domestic Unsecured Convertible Corporate Bonds
Issuance date	August 16, 2023
Par value	NT\$100,000 each
Issuance and trading place	Taipei Exchange
Issuance Price	Issued at 100.5% of the par value
Total amount	NT\$ 3,015,000,000
Interest rate	Coupon rate 0%
Term	Issuance period of three years; issued on August 16, 2023, maturing on August 16, 2026
Guarantor institution	N/A
Trustee	Bank SinoPac Co., Ltd.
Underwriter	KGI Securities Co, Ltd.
Certified attorney	Handsome Attorneys-at- law: Chiu, Ya-Wen
CPA	KPMG Taiwan CPA Xiao, Pei-Ru and CPA Yu, Ji-Long
Repayment method	Unless the holders of these convertible corporate bonds convert them into the Company's common shares pursuant to Article 10 of these Regulations, or the Company redeems them prior to maturity pursuant to Article 18 of these Regulations, the Company shall redeem the bonds held by the bondholders in cash at face value in one lump sum upon maturity.
Outstanding amount	NT\$2,999,700,000
Terms for redemption or early repayment	1. From the day after three months from the issuance date (November 17, 2023) until forty days before the expiration of the issuance period (July 7, 2026), if the closing price of the Company's common shares exceeds the conversion price by 30% (inclusive) for thirty consecutive business days, the Company may, within the subsequent thirty business days, send a "Bond Redemption Notice" with a thirty-day maturity period by registered mail (the aforementioned period shall be calculated from the date of the Company's mailing, and the expiration date of that period shall be the base date for bond redemption, and the aforementioned

Types of Corporate Bonds	The Fifth Domestic Unsecured Convertible Corporate Bonds
	<p>period shall not be the conversion suspension period for these convertible corporate bonds) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of sending the "Bond Redemption Notice"; for bondholders who subsequently acquire these convertible corporate bonds due to trading or other reasons, notification shall be made by public announcement), with the redemption price set at the face value of these convertible corporate bonds, to redeem all their bonds in cash, and the Company shall request the Taipei Exchange to make an announcement. When executing the redemption request, the Company shall redeem its outstanding convertible corporate bonds in cash at face value within five business days (including the fifth business day) after the bond redemption base date.</p> <p>2. From the day after three months from the issuance date (November 17, 2023) until forty days before the expiration of the issuance period (July 7, 2026), if the outstanding balance of these convertible corporate bonds is less than 10% of the original total face value, the Company may, at any time thereafter, send a "Bond Redemption Notice" with a thirty-day maturity period by registered mail (the aforementioned period shall be calculated from the date of the Company's mailing, and the expiration date of that period shall be the base date for bond redemption, and the aforementioned period shall not be the conversion suspension period for these convertible corporate bonds) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of sending the "Bond Redemption Notice"; for bondholders who subsequently acquire these convertible corporate bonds due to trading or other reasons, notification shall be made by public announcement), with the redemption price set at the face value of these convertible corporate bonds, to redeem the convertible corporate bonds of those bondholders in cash, and the Company shall request the Taipei Exchange to make an announcement. When executing the redemption request, the Company shall redeem the convertible corporate bonds of those bondholders in cash at face value within five business days after the bond redemption base date.</p> <p>3. If the bondholders do not respond in writing to the Company's stock transfer agent (effective upon delivery, with the postmark date serving as proof for mailed responses) before the bond redemption base date specified in the "Bond Redemption Notice," the Company will redeem the convertible corporate bonds they hold in cash at face value within five business days (including the fifth business day) after the bond redemption base date.</p> <p>4. If the Company executes the call request, the last period for bondholders to request conversion shall be the second business day after the delisting date of this convertible bond.</p>
Restrictions	None
Name of credit rating institution, date of rating, and rating grade of corporate bonds	N/A
Other rights	Amount of converted
	As of March 31, 2026, 3 bonds have been converted, each with a face value of NT\$100,000, for a total bond conversion amount of NT\$300,000, resulting in a

Types of Corporate Bonds		The Fifth Domestic Unsecured Convertible Corporate Bonds
(exchanged or subscribed) common shares, global depositary receipts, or other securities as of the publication date of this annual report		cumulative conversion of 1,014 common shares.
Rules for issuance and conversion (exchange or subscription)		Refer to Appendix 1 below
Possible dilution of equity and effect on existing shareholders' equity		Based on the current conversion price, if all remaining corporate bonds were to be converted into ordinary shares, the Company would need to issue an additional 10,963,816 ordinary shares, resulting in a share capital dilution rate of 6.99%, which would have a limited impact on shareholders' equity.
Name of the custodian institution for the exchange underlying asset		N/A

- (2) Those who have issued convertible corporate bonds that can be converted into ordinary Share, global depository receipts, or other securities should be listed in the following table:

Types of Corporate Bonds		The Fifth Domestic Unsecured Convertible Corporate Bonds		
Year		2024	2025	For the Period ended March 31 2026
Item				
Convertible Corporate Bond Market Price (NT\$)	The maximum	130.0	124.0	118.9
	The minimum	107.0	102.0	103.0
	Average	118.5	115.85	110.95
Conversion price		285.1	273.6	273.6
Issuance date and conversion price at the time of issuance		They were issued on August 16, 2023, and the conversion price at the issuance time was NT\$295.		
Method for performing conversion obligations		Issuance of new shares		

- 8. Issuance of Preferred Shares : None.**
- 9. Participation in Issuance of Global Depository Receipts : None.**
- 10. Issuance of Employee Warrants : None.**
- 11. Name of Managerial Officer Holding Employee Warrants and Top Ten Employees in terms of Subscription of Warrants, and the Obtaining Status As of the Publication Date of this Annual Report: None.**
- 12. Issuance of New Shares with Restricted Employee's Rights : None.**
- 13. Name of Managerial Officer Holding the New Shares with Restricted Employee's Rights and Top Ten Employees in terms of Subscription of Such New Share, and the Acquisition Status As of the Publication Date of this Annual Report: None.**
- 14. Issuance of New Shares due to Acquisitions or Acceptance or Transfer of Shares in Other Company: None.**
- 15. Implementation Status of Fund Usage Plan**

Issuance of the fifth domestic unsecured convertible corporate bonds in August 2023:

Issuance of the Company's fifth domestic unsecured convertible corporate bonds has been completed in August 2023, and NT\$3,015,000 thousand has been raised from such issuance. The amount has been used in full for repayment of bank loan in the 3th quarter of 2023 through plans to improve the Company's financial structure and debt solvency, saving interest expenses and reducing the Company's dependence on financial institutions.

ENNOCORPORATION

Rules for Issuance and Conversion of the Fifth Domestic Unsecured Convertible Corporate Bonds

1. Name of bonds:
The fifth domestic unsecured convertible corporate bonds (hereinafter referred to as “the convertible corporate bonds”) of ENNOCORPORATION (hereinafter referred to as “the Company”).
2. Issuance date:
August 16, 2023 (hereinafter "Issuance Date").
3. Total issued amount
Each convertible corporate bond has a face value of NT\$100,000, with a total issuance of 30,000 bonds, amounting to a total face value of NT\$3 billion, issued at 100.5% of the par value.
4. Issuance period:
The issuance period is three years, from August 16, 2023 to maturity on August 16, 2026 (hereinafter referred to as the "Maturity Date").
5. Coupon rate of the bonds
The coupon rate per annum is 0%.
6. Redemption date and method:
Except for cases where the holders of these convertible corporate bonds convert them into common shares of the Company pursuant to Article 10 of these Regulations, or where the Company redeems them early pursuant to Article 18 of these Regulations, or where the Company repurchases and cancels them through securities dealers' business premises, the Company shall repay the bonds in a lump sum in cash at par value upon maturity. Payment will be made within 10 business days (including the 10th business day) after the Maturity Date.
7. Guarantee status:
Convertible corporate bonds are unsecured bonds. However, where after the convertible corporate bonds are issued, the Company issues or privately-placed other secured corporate bonds with equity warrants or secured convertible corporate bonds, the convertible corporate bonds shall also be set at the creditor's rights of the same grade or security property rights of the same order as the secured corporate bonds with equity warrants or secured convertible corporate bonds.
8. Conversion object:
Common shares of the Company. The Company will fulfill its conversion obligations by issuing new shares.
9. Conversion period:
Bondholders may, from the day after three months have elapsed from the issuance date of these convertible corporate bonds (November 17, 2023) until the maturity date (August 16, 2026), request the conversion of their convertible corporate bonds into common shares of the Company at any time through securities brokers who will notify Taiwan Depository & Clearing Corporation (hereinafter referred to as "TDCC") to approach the Company's stock agency, in accordance with these Regulations, except during the

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following periods: (1) periods when common shares are legally suspended from transfer; (2) from fifteen business days before the record date for the Company's distribution of stock dividends, the record date for cash dividends, or the record date for subscription to new shares for cash capital increase, until the base date for the distribution of rights; (3) from the record date for capital reduction until the day before trading begins for shares reissued after the capital reduction; (4) from the suspension date for conversion due to a change in par value of shares until the day before trading begins for newly issued shares. The conversion shall be processed in accordance with Articles 10, 11, 13, and 15 of these Regulations.

The starting date for suspension of conversion due to a change in par value mentioned in the preceding paragraph refers to the business day before applying for registration change with the Ministry of Economic Affairs. The Company shall announce the suspension period for conversion at least four business days before the starting date.

10. Procedures for requesting a conversion:

- (1) Bondholders shall process the conversion through TDCC by book-entry transfer. Bondholders shall fill out a "Convertible Corporate Bond Book-Entry Transfer/Redemption/Put Option Application Form" (marked as conversion) at their original securities broker. The securities broker will submit the application to TDCC, which, upon accepting the application, will notify the Company's stock agency electronically. The conversion takes effect upon delivery and cannot be revoked. The conversion procedure shall be completed within five business days after delivery, with the Company's common shares being directly transferred to the bondholder's TDCC account.
- (2) When overseas Chinese and foreign nationals apply to convert their convertible corporate bonds into common shares of the Company, the distribution shall be uniformly processed by TDCC through book-entry transfer.

11. Conversion price and its adjustments:

- (1) Method for determination of conversion price
The conversion price of this convertible bond is determined based on August 8, 2023 as the reference date for setting the conversion price. The base price is selected as the simple arithmetic average of the closing prices of the Company's common shares on the one business day, three business days, or five business days preceding (but not including) the reference date, whichever is chosen. The conversion price of this convertible bond is then calculated by multiplying the base price by a conversion premium rate of 103.15% (rounded to the nearest NT\$0.1, with amounts of NT\$0.05 or above rounded up and below NT\$0.05 rounded down). If there are ex-rights or ex-dividend events before the pricing base date, the closing prices used to calculate the conversion price should first be adjusted to reflect post-ex-rights or post-ex-dividend prices; if there are ex-rights or ex-dividend events after the conversion price is determined but before the actual issuance date, the conversion price should be adjusted according to the conversion price adjustment formula in paragraph (2) of this Article. According to the above method, the conversion price is NT\$295 per share.

(2) Adjustment to conversion price

A. After the issuance of this convertible bond, in the event of an increase in the number of issued (or privately placed) common shares of the Company (including but not limited to cash capital increases through public offering or private placement, capitalization of retained earnings, capitalization of capital surplus, issuance of new shares due to merger or acquisition of shares of another company, stock splits, and cash capital increases in connection with the issuance of overseas depositary receipts), except where common shares are issued upon conversion or exercise of securities with conversion rights or warrants for common shares issued (or privately placed) by the Company, or where new shares are issued as employee compensation, the Company shall adjust the conversion price of this convertible bond according to the following formula (rounded to the nearest NT\$0.1, with amounts below NT\$0.05 rounded down; adjustments shall only be made downward and not upward), and shall notify the Taipei Exchange (hereinafter referred to as the "TPEX") for public announcement. The adjustment shall take effect on the ex-rights base date for the new share issuance (Note 1). If the increase in issued common shares results from a change in the par value of shares, the adjustment shall take effect on the base date for the exchange of new shares; however, if actual payment procedures are involved, the adjustment shall take effect on the date the share payment is fully collected:

$$\begin{array}{rcccl}
 \text{Conversion} & & & & \text{Number of} \\
 \text{price after} & & & & \text{shares issued} \\
 \text{adjustment} & = & \text{Conversion} & & \text{per share} \\
 & & \text{price before} & + & \text{Amount} \\
 & & \text{adjustment} & & \text{per share} \\
 & & & & \text{(Note 3)} \\
 & & & & \times \\
 & & & & \text{Number of} \\
 & & & & \text{newly shares} \\
 & & & & \text{issued or} \\
 & & & & \text{privately-} \\
 & & & & \text{placed share} \\
 & & & & \text{Market price per share (Note 4)} \\
 & & & & \text{(Number of shares already issued + Number of new} \\
 & & & & \text{shares issued or privately-placed)}
 \end{array}$$

Note 1: For stock splits, the adjustment is made on the split base date; for mergers or acquisitions, on the merger or acquisition base date; for cash capital increases through book building or participation in the issuance of Global Depositary Receipts, as there is no ex-rights base date, the adjustment is made on the date when the payment is fully made; for cash capital increases through private placement, the adjustment is made on the delivery date of the privately placed securities. Where the issue price of new shares is changed after the base date of the ex-rights for the cash capital increase through the issuance of new shares, it shall be re-adjusted according to the updated issue price of new shares. Where the adjusted conversion price is lower than the original adjusted conversion price announced before the base date of the ex-rights, an official letter shall be sent to TPEX for making a public announcement for such an adjustment.

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Note 2: The number of issued shares refers to the total number of issued common shares (including public-offered and privately-placed shares) minus the number of treasury shares bought back by the Company but not been canceled or transferred.

Note 3: If the payment per share is stock dividends or stock split, the amount of payment is zero. In the issuance of new shares to increase capital in connection with a merger, the payment per share is the net value per share multiplied by the share swap ratio based on the dissolved company's most recent financial statements certified or verified by the CPA before the base date of mergers. In the issuance of new shares through acquisitions of shares of other companies, the payment per share is the net value per share multiplied by the share swap ratio based on the acquired company's most recent financial statements certified or verified by the CPA.

Note 4: The market price per share shall be determined by choosing one of the simple arithmetic average of the closing prices of the Company's common shares for the 1, 3, or 5 business days prior to the ex-rights base date, pricing base date, stock merger and split base date, or the delivery date of privately placed securities.

Upon change in the par value of stocks:

Adjusted conversion price = Pre-adjustment conversion price (Number of common shares issued before the change in par value / Number of common shares issued after the change in par value)

- B. After the issuance of this convertible bond, in the event that the Company distributes cash dividends on common shares, the conversion price shall be adjusted downward on the ex-dividend base date (rounded to the nearest NT\$0.1, with amounts below NT\$0.05 rounded down; adjustments shall only be made downward and not upward), and the Company shall notify the TPEX for public announcement of the adjusted conversion price. The provision for the conversion price reduction does not apply to the requests for conversion filed before the base date (exclusive) of ex-dividends. The adjustment formula is as follows:

Adjusted conversion price = Pre-adjustment conversion price × (1 - Ratio of cash dividends per common share to market price per share)

Note: The market price per share shall be determined by choosing one of the simple arithmetic average of the closing prices of the Company's common shares for the 1, 3, or 5 business days prior to the ex-dividend announcement date when share transfers are suspended.

- C. After the issuance of this convertible bond, in the event that the Company issues (or privately places) any securities carrying conversion rights or warrants for common shares at a conversion or subscription price below the current market price per share (Note 1), the Company shall adjust the conversion price of this convertible bond according to the following formula (rounded to the nearest

III. Shares and Fundraising

NT\$0.1, with amounts below NT\$0.05 rounded down; adjustments shall only be made downward and not upward), and shall notify the TPEX for public announcement. The adjustment shall take effect on the date of issuance of such securities or warrants, or the delivery date of the privately placed securities:

$$\begin{array}{r}
 \text{Conversion price after adjustment} = \text{Conversion price before adjustment} \times \left(\frac{\text{Number of shares issued (Note 2)} + \left[\begin{array}{l} \text{New issue (or private placement) of securities with common stock conversion rights or subscription rights and their conversion or subscription price} \\ \text{Number of shares that can be converted or subscribed from the newly issued (or privately placed) securities with common stock conversion rights or subscription rights} \end{array} \right]}{\text{Market price per share (Note 7)}} \right)
 \end{array}$$

Number of shares issued + Number of shares that can be converted or subscribed from the newly issued (or privately placed) securities with common stock conversion rights or subscription rights

Note 1: The market price per share shall be determined by choosing one of the simple arithmetic average of the closing prices of the Company's common shares for the 1, 3, or 5 business days prior to the pricing base date for the re-issuance (or private placement) of various securities with common stock conversion rights or subscription rights.

Note 2: The number of issued shares shall include the number of issued common shares through public offering and private placement, minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred. Where the re-issuance or private placement of various securities with common shares conversion rights or stock options is funded by treasury shares, the number of issued shares in the adjustment formula shall deduct the number of the shares that can be converted or subscribed for newly issued or privately offered securities.

D. After the issuance of this convertible bond, in the event that the Company reduces its common shares due to a capital reduction that does not result from the cancellation of treasury shares, the adjusted conversion price shall be calculated according to the following formula (rounded to the nearest NT\$0.1, with amounts of NT\$0.05 or above rounded up and below NT\$0.05 rounded down), and the Company shall notify the TPEX for public announcement. The adjustment shall take effect on the capital reduction base date. If the decrease in common shares results from a change in the par value of shares, the adjustment shall take effect on the base date for the exchange of new shares:

a. Upon recovery of losses by capital reduction:

$$\text{Adjusted conversion price} = \text{Pre-adjustment conversion price} \times \left[\frac{\text{Number of common shares issued before capital reduction (Note)}}{\text{Number of common shares issued after capital reduction}} \right]$$

b. Cash refund capital reduction:

Adjusted conversion price = $[\text{Pre-adjustment conversion price} \times (1 - \text{Ratio of amount of cash refunded per share to the closing price on the last trading day before the issuance of new shares for replacement})] \times (\text{Number of common shares issued before capital reduction} / \text{Number of common shares issued after capital reduction})$

c. Upon change in the par value of stocks

Adjusted conversion price = $\text{Pre-adjustment conversion price} \times (\text{Number of common shares issued before the change in par value} / \text{Number of common shares issued after the change in par value})$

Note: The number of issued shares shall include the number of issued shares through public offering and private placement, minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred.

12. Listing and termination of listing of the company's convertible corporate bonds

The convertible corporate bonds shall apply to TPEX for listing and trading before the date of issuance, and the listing shall be terminated when the total number is converted into common shares or when all the shares are repurchased or repaid by the Company. The matters above are announced by the Company with the approval of TPEX.

13. Listing of new shares after conversion:

Where the convertible corporate bonds are converted into the Company's common the converted common shares are listed and traded on the TWSE upon the date of delivery. The matters above are announced by the Company with the approval of the TWSE.

14. Registration of changes in share capital:

The Company shall publicly announce the number of shares converted from the convertible corporate bonds in the last quarter within fifteen days after the end of each quarter. The Company shall also apply to the competent authority of company registration to register changes in the capital at least once every quarter.

15. Handling of the insufficient amount for one share upon conversion:

Upon conversion into common shares of the Company, any fractional share amount of less than one full share shall be paid in cash by the Company (rounded to the nearest NT\$1, with amounts of NT\$0.5 or above rounded up and below NT\$0.5 rounded down).

16. Vesting of cash dividends and stock dividends during the conversion year:

(1) Cash dividends

A. Holders of these convertible corporate bonds who request conversion from January 1 of the current year up to fifteen business days prior to (not including) the record date for cash dividends as arranged by the Company with the Taiwan Stock Exchange may participate in the cash dividends for the previous year as resolved by the Shareholders' Meeting of the current year.

B. From fifteen business days (inclusive) before the Company suspends the transfer of ownership of cash dividends in the current year to the base date of ex-dividends (inclusive) for cash dividends, the convertible corporate bonds shall stop converting.

- (2) Holders of these convertible corporate bonds who request conversion from the day after the ex-dividend date for cash dividends in the current year until December 31 of the current year (inclusive) shall not be entitled to the cash dividends for the previous year as resolved by the Shareholders' Meeting of the current year, but may participate in the cash dividends for the current year as resolved by the Shareholders' Meeting in the following year.
- Stock dividends
- A. Holders of these convertible corporate bonds who request conversion from January 1 of the current year up to fifteen business days prior to (not including) the record date for stock dividends as arranged by the Company with the Taiwan Stock Exchange may participate in the stock dividends for the previous year as resolved by the Shareholders' Meeting of the current year.
- B. From fifteen business days prior to (inclusive) the record date for stock dividends as arranged by the Company with the Taiwan Stock Exchange until the ex-rights date for stock dividends (inclusive), the conversion of these convertible corporate bonds shall be suspended.
- C. Where a bonds holder files a request for conversion between the base date of ex-dividends for stock dividends for the current year and December 31 of the current year (inclusive), the bonds holder shall not participate in the resolution of the annual Shareholders' Meeting in the current year regarding the annual stock dividend distribution for the previous year but may participate in the annual Shareholders' Meeting in the following year regarding the stock dividend distribution for the current year.

17. Rights and obligations after conversion:

The creditor's rights and obligations after obtaining the common shares via conversion are the same as the original common shares issued by the Company.

18. The Company's redemption rights

- (1) From the day after three months from the issuance of these convertible corporate bonds (November 17, 2023) until forty days prior to the expiration of the issuance period (July 7, 2026), if the closing price of the Company's common shares exceeds 30% (inclusive) of the conversion price then in effect for thirty consecutive business days, the Company may, within the next thirty business days, send by registered mail a "Bond Redemption Notice" with a thirty-day maturity period (the aforementioned period shall be calculated from the date of dispatch by the Company, with the expiration date of that period being the bond redemption reference date, and the aforementioned period shall not be during the suspension period for conversion of these convertible corporate bonds) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of dispatch of the "Bond Redemption Notice"; for those who acquire these convertible corporate bonds due to trading or other reasons thereafter, notification shall be made by public announcement), with the redemption price set at the face value of these convertible corporate bonds, to redeem all the bonds in cash, and notify the Taipei Exchange to make a public announcement. When the Company executes the redemption request, it shall redeem these convertible corporate bonds that are outstanding at their face value in cash within five business days (including the fifth business day) after the bond redemption reference date.

III. Shares and Fundraising

- (2) From the day after three months from the issuance of these convertible corporate bonds (November 17, 2023) until forty days prior to the expiration of the issuance period (July 7, 2026), if the outstanding balance of these convertible corporate bonds is less than 10% of the original total face value, the Company may, at any time thereafter, send by registered mail a "Bond Redemption Notice" with a thirty-day maturity period (the aforementioned period shall be calculated from the date of dispatch by the Company, with the expiration date of that period being the bond redemption reference date, and the aforementioned period shall not be during the suspension period for conversion of these convertible corporate bonds) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of dispatch of the "Bond Redemption Notice"; for those who acquire these convertible corporate bonds due to trading or other reasons thereafter, notification shall be made by public announcement), with the redemption price set at the face value of these convertible corporate bonds, to redeem these convertible corporate bonds from the bondholders in cash, and notify the Taipei Exchange to make a public announcement. When the Company executes the redemption request, it shall redeem these convertible corporate bonds from the bondholders at their face value in cash within five business days after the bond redemption reference date.
 - (3) If a bondholder fails to respond in writing to the Company's stock transfer agent (effective upon delivery, with the postmark date serving as proof for mailed responses) before the bond redemption reference date specified in the "Bond Redemption Notice," the Company will redeem the convertible corporate bonds held by that bondholder at face value in cash within five business days (including the fifth business day) after the bond redemption reference date.
 - (4) If the Company executes the call request, the last period for bondholders to request conversion shall be the second business day after the delisting date of this convertible bond.
19. All the convertible corporate bonds recalled (including those purchased at the brokerage firms) redeemed or converted by the Company will be canceled and may not be sold or issued, and the conversion rights attached thereto will be eliminated.
20. The convertible corporate bonds and common shares converted from such bonds are all registered, and their transfer, registration of changes, pledge or loss shall subject to the "Regulations Governing the Administration of Shareholder Services of Public Companies" and the Company Act, and taxation matters shall be dealt with under the tax regulations at that time.
21. Bank SinoPac Co., Ltd. is the Creditors' Trustee of the convertible corporate bonds and Exercises the Power of Auditing and Supervises the Matters Related to the Company's Issuance of the convertible corporate bonds on Behalf of the Creditors' Interests. Where the bonds holder of the convertible corporate bonds, regardless of subscription at the time of issuance or purchase later, agree on the terms of the trust contract between the Company and the trustee, the trustee's rights and obligations, the issuance and the conversion method, and grant the trustee full authority of the trustee matters, the said authorization shall not be revoked halfway. As for the content of the trust contract, the bonds holder may make inquiries at the Company or the trustee's business premises at any time during business hours.

III. Shares and Fundraising

22. These convertible corporate bonds are entrusted to the stock transfer agent to handle the repayment and conversion matters.
23. The issuance of these convertible corporate bonds does not involve the printing of physical bond certificates, in accordance with Article 8 of the Securities and Exchange Act.
24. Any matters not specified in the Rules for Issuance and Conversion Placed Convertible Corporate Bonds shall be subject to relevant laws and regulations.

IV. Operational Overview

1. Business Activities

(1) Business activities

1. Business scope:

(1) Major business of the Company

1. F118010 Information software wholesale business
2. F218010 Information software retail business
3. F401010 International trade business
4. F401021 Telecommunications controlled radio frequency equipment import business
5. CC01080 Electronic components manufacturing business
6. CC01110 Computer and peripheral equipment manufacturing business
7. CC01120 Data storage media manufacturing and duplication business
8. I301010 Information software service business
9. I301020 Data processing service business
10. I301030 Electronic information supply service business

(2) Sales proportion of main products

Unit: NT\$ thousand

Product Items	Year	2024		2025	
		Operating net revenue	Percentage (%)	Operating net revenue	Percentage (%)
Industrial Internet of Things business group		67,646,052	46.21%	68,490,008	48.13%
Intelligent software and solutions business group		18,062,564	12.34%	22,232,187	15.63%
Smart factory and facility services business group		60,675,104	41.45%	51,567,474	36.24%
Total		146,383,720	100%	142,289,669	100.00%

(3) Current company products (services):

- A. Smart industrial control
- B. Smart retail
- C. Smart gaming
- D. Cloud-based ESG-enabling technology
- E. Intelligent energy storage

- F. Smart IoT
 - G. Edge IoT
 - H. Smart home
 - I. Smart city
 - J. Smart transportation
 - K. Smart medical
 - L. Industrial network security
 - M. Machine vision
 - N. Industrial computer
 - O. Industrial tablet PC
 - P. Embedded computer
 - Q. Industrial ethernet computer
 - R. Edge computing system
 - S. Ground-cloud integration service
 - T. Original equipment manufacturer (OEM)
 - U. Original design manufacturer (ODM)
 - V. Joint design manufacturer (JDM)
 - W. Ennoconn Solution as a Service
 - X. Global supply chain services
- (4) Planned development of new products (services):
- A. Industrial 5G computing platform
 - B. Industrial 4K/8K display
 - C. Artificial intelligence (AI) computer
 - D. Telecommunication system
 - E. Medical computer
 - F. Industrial network security computer
 - G. Embedded software development tools
 - H. Electric vehicle computing system
 - I. Self-driving car computing system
 - J. EV charging station HMI system
 - K. Niche telecom market
 - L. Robotics applications

2. Industry overview:

(1) Current status and development of the industry:

The Company and its subsidiaries are comprehensive solution providers for professional intelligent applications in Industrial PC (IPC); the overall business is divided into three major development pillars: Industrial IoT, smart software and solutions, and smart factory and facility management.

- A. 'Industrial IoT' includes edge computing, cybersecurity communications, and industrial and embedded system integration.
- B. "Intelligent Software and Solutions," covering industrial software, machine learning, digital twins, and cloud-edge platform system integration.
- C. "Smart Factory and Facility Services," providing semiconductor equipment and facility systems, intelligent system integration, as well as high-tech materials and equipment.

The Company's main products include industrial embedded motherboards and modules, embedded computer systems, embedded box computers, 5G computing platforms, and 4K/8K displays, which are applied in various fields such as intelligent industrial control, intelligent retail, intelligent gaming, network security, smart homes, intelligent transportation, smart cities, and edge AI solutions. The main downstream customers are major international industrial computer brand manufacturers. The following is an analysis of the current industry status of the main products of the Company and its subsidiaries:

After a long development period, the industrial computer industry has reached a certain maturity, with a complete industrial structure, abundant module supply chain, SoP management experience, and a small number of diverse capabilities. At present, industrial computer manufacturers are moving towards manufacturing products with high added value, focusing on enhancing their design capabilities and strengthening their core technologies of R&D. Also, the extensive application of the internet and the advent of the digital era of computers have created new business opportunities, new layouts, and new markets. With the promotion of new technology and the rapid expansion of its application, the field of application expands from simple factory automation to various industries and daily life, such as safety products, monitoring products, traffic control, business transaction system and medical care devices. Under the continuous development of the original application market and the continuous expansion of the new application field, the product categories tend to be diversified. The overall market size will keep growing.

In recent years, the applications of industrial computer products have continued to expand, including healthcare, aerospace, communications, robot automation equipment, smart grid, and the Internet of Things (IoT).

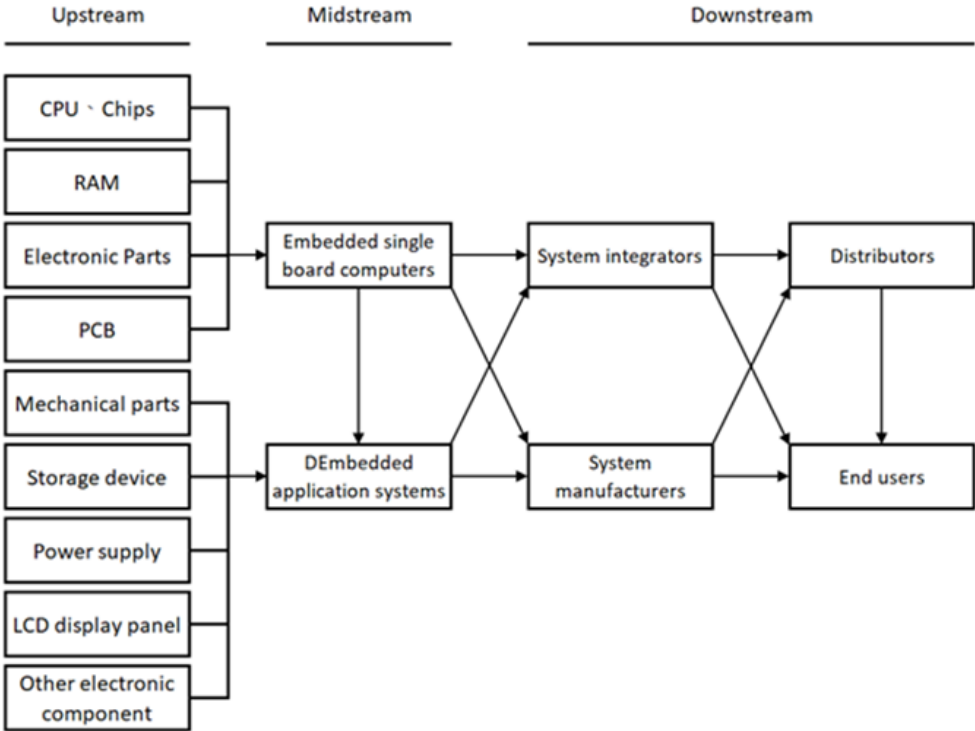
IV. Operational Overview

Application products have been developed, which will become the growth engine for Taiwanese industrial computers in the future. Among them, robot automation equipment, IoT products, and smart application solutions have a wide range, and the future shipping growth is the most promising.

Traditionally, the industrial computer industry has been characterized by customized orders that are small in quantity but high in variety, making it difficult for PC or EMS manufacturers to enter the industrial computer market. This has allowed industrial computer manufacturers who maintain high flexibility and customization capabilities to sustain a blue ocean market for niche industrial computer products.

According to forecasts by the international research consulting firm Statista, global end-user spending on IoT solutions was \$418 billion in 2021, and is expected to increase significantly to \$1,567 billion by 2025. In recent years, the booming and diversified development of the IoT industry has made companies in various fields competing to invest a lot of resources in the development of transportation, retail, warehousing, medical care, network security, smart solutions, and manufacturing industries. Although the IoT is an innovative concept, it is formed by integrating three traditional industries, namely the automation industry, telecommunications industry, and computer industry. The Company and its subsidiaries are "professional vertical integration manufacturers of industrial computers," focusing on four emerging product lines of big data, IoT, internet of vehicles, and robots from the perspective of interactive end products.

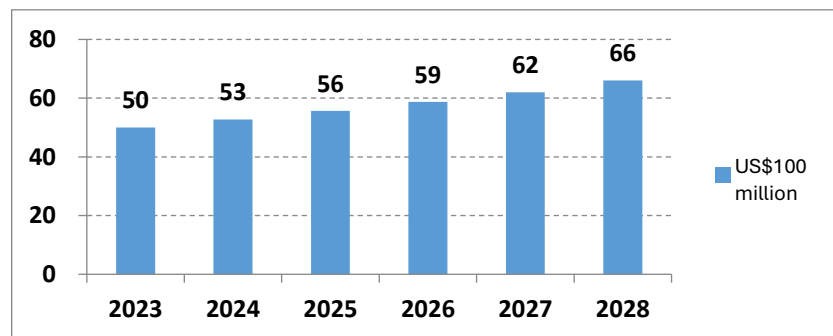
(2) Industry upstream, midstream, and downstream relationships:



(3) Various development trends of products:

A. Industrial Control (IA) as the main driving force for the development of the IPC industry

According to statistics from the international market research firm MarketsandMarkets, the global industrial computer market reached \$5 billion in 2023, and is expected to grow to \$6.6 billion by 2028. The average growth rate over the past five years has been approximately 5.5%, showing moderate growth, which characterizes it as a long-term niche industry.

2023-2028 global industrial PC market scale

Source: MarketsandMarkets

Within the industrial computer market, Industrial Control (IA) has the highest proportion of applications, accounting for approximately 51%, with a compound annual growth rate of +5-15%. This is also Ennoconn's main long-term development area.

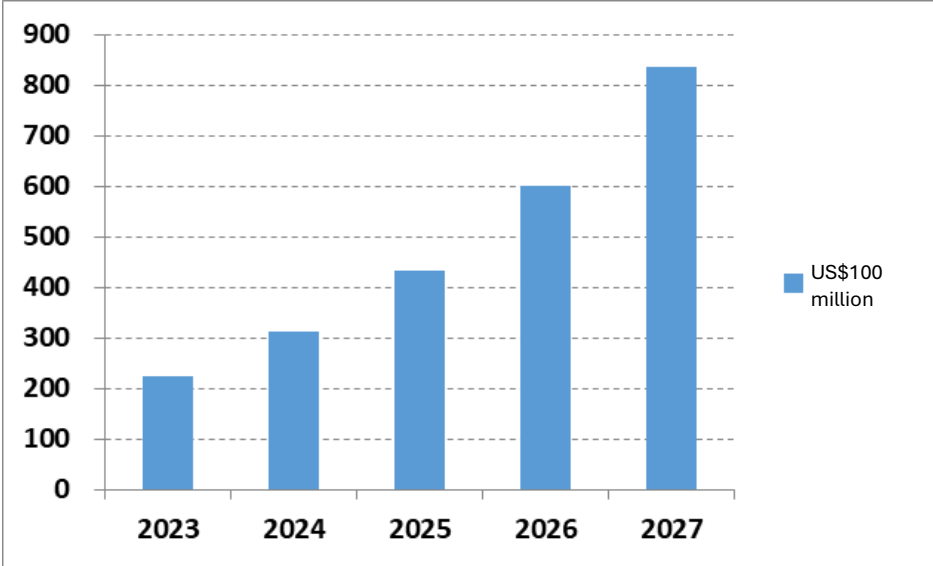
Global manufacturing industries in recent years have been increasingly adopting various information technologies, such as cloud computing, IoT, Big Data, and artificial intelligence, to improve manufacturing efficiency and precision while simultaneously reducing costs. From the smart production line to establishing a smart factory, automation, network and smart derivative products have become business opportunities.

Ennoconn Corp. integrates the internal and external resources in business groups and has a complete layout in smart manufacturing. In addition to intensive development in the four fields of high-tech equipment and material sales, automatic supply system, integrated system, and customized equipment R&D and manufacturing, application solutions such as factory affairs monitoring system and ServCore can assist factories in monitoring the production status of machines and equipment in real-time through computers or mobile phones remotely, and automatically generate reports, solve existing problems through data analysis, and provide services such as factory energy-saving and carbon reduction programs and equipment status monitoring to improve the degree of factory automation.

B. Cloud-edge integration services

According to statistics from the international market research firm businesswire, the global AIoT market size will reach \$83.6 billion by 2027.

2023-2027 AIoT market scale worldwide



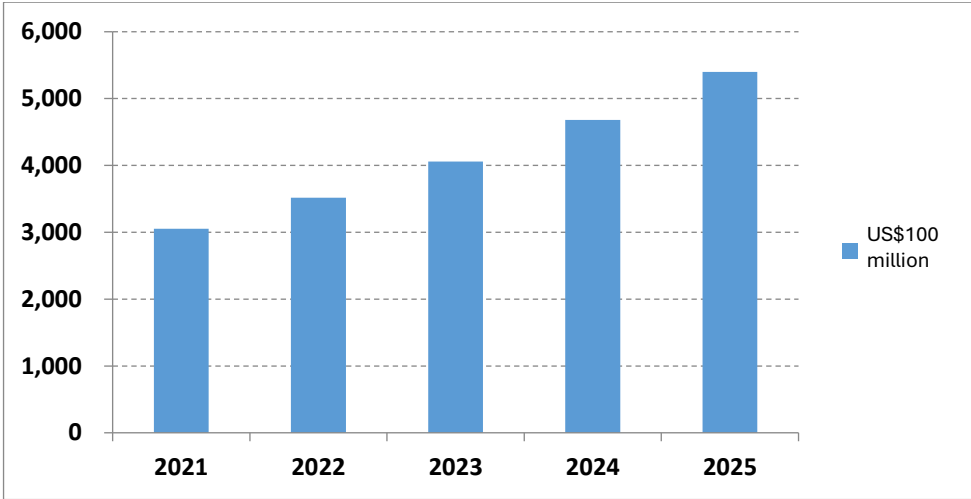
Source: businesswire

Ennoconn has developed to the company's planned IPC 3.0 (Innovation Platform Convergence) stage. From this stage, it combines cloud technologies such as Google Cloud, Google Workspace, and APIs, introducing them into innovative "Smart Industry and Smart City" business models. Ennoconn has integrated "3+3 Cloud-Edge Integration Services" to form a large international alliance, proposing three major AIoT Solutions for the edge side, which standardize product design and development, modularize software and hardware communication integration, and digitize information and data. Additionally, it offers three major Cloud Solutions that connect cloud network platforms toward cloud-based computing and storage, optimize human-machine collaboration through intelligent data analysis, and maintain a cloud-edge cycle that continuously creates high operational efficiency. Combined with a flexible service-oriented model, it provides a complete solution from IoT cloud connection, cloud migration, cloud usage, cloud management, and cloud protection, strengthening service functions, generating usage, opening new revenue streams, and enhancing platform value. This further forms a powerful ecosystem that helps customers address pain points in cloud-edge integration technology, security, and reliability.

C. Industrial metaverse products

According to TrendForce, the metauniverse meets the emerging market demands for remote operations, virtual reality, and simulation operations, while intelligent manufacturing grasps this trend to accelerate the development of related technologies. The global market size is expected to increase at a 15.35% CAGR in 2021 and surpass US\$540 billion in 2025, creating a promising environment for supply chain expansion.

2021-2025 global industrial metaverse market scale



Source: TrendForce

Recognizing this enormous opportunity, Ennoconn has rapidly integrated an international alliance for the industrial metaverse. Leveraging the advantages of complementary technological and business domains, it breaks through the limitations of the "technology and human" framework. With years of accumulated experience in Design Manufacturing Services (DMS), Information Technology (IT), System Integration (SI), and Cloud services providing complete "AIoT hardware-software-cloud platform" solutions, as well as high competitiveness across more than 59 countries, over 5,000 system integrators, and more than 250,000 enterprise customers worldwide, Ennoconn is integrating with partners to assist customers in various industry markets and is determined to capture a larger share of the industrial metaverse market.

D. Cloud-based ESG-enabling technology

Global net-zero greenhouse gas emissions and environmental sustainable development have become a consensus among nations. The European Union will begin levying carbon tariffs starting in 2026. According to the UNEP report published by the United Nations Environment Programme in 2020, buildings accounted for 35% of global total energy consumption in 2019, with greenhouse gas emissions reaching as high as 38% of the total—both exceeding the

combined emissions of the industrial and transportation sectors. Ennoconn has set its sights on energy-saving and carbon-reduction business opportunities across three major markets, including smart cities, intelligent manufacturing, and smart buildings, launching IPC 3.0 Cloud-based ESG-enabling technology cloud-ground integrated services to drive the global green economy and advance energy-saving transformation and development.

Ennoconn's "Cloud-based ESG-Enabling Technology" cloud-edge integration service solution follows three major international ESG standards (GRI, SASB, TCFD), and provides six major environmental sustainability regulations and certifications, including ISO 50001 energy management, ISO 14001 environmental management, ISO 14064 carbon inventory, ISO 14067 carbon footprint, PAS 2060 carbon neutrality, and ISO 14046 water footprint. It assists with net-zero emissions and ESG report disclosure, and will further accelerate environmental sustainability for enterprises and organizations through big data and AI integration technologies.

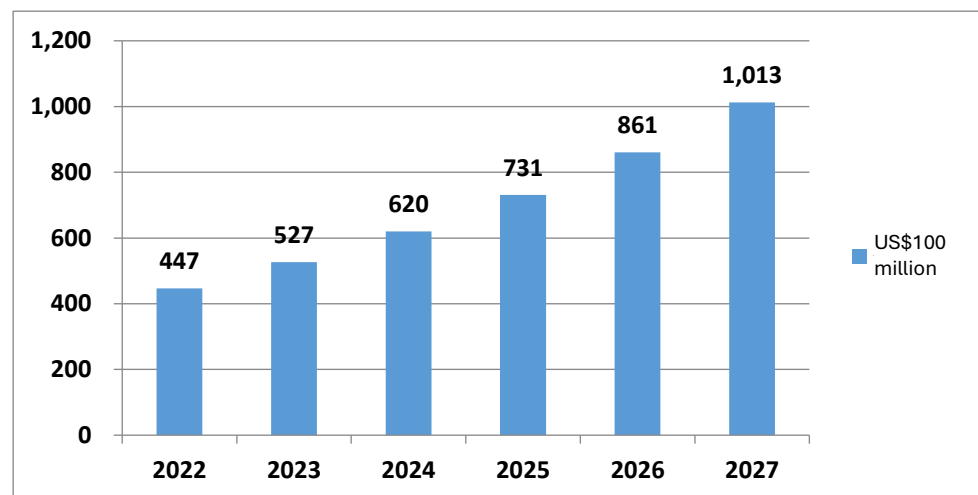
Ennoconn's ESG technology solutions provide a complete Digital Twin and 3D visualization intelligent platform: including eight major systems - power systems, air conditioning systems, lighting systems, water and wastewater management systems, information security systems, access control systems, monitoring systems, and fire safety systems. It also provides hybrid cloud edge-cloud integration and deployment: including Anthos Server setup and operation, platform implementation for practical applications, 3D visualization, Web 3.0 design and development, integration of new and existing hardware equipment, software planning for various subsystems, and communication integration for various subsystems. These solutions help enterprises achieve safer, more resilient, and more competitive sustainable development for ESG goals, while adding new growth momentum to Ennoconn's future operations.

E. Significant demand increase for the edge computing field

Edge computing is a product of the IoT era. In the connection between traditional cloud and device endpoints, edge computing adds an additional computing layer—the Edge tier. This is a computing unit close to the data source, including gateways, routers, and various underlying devices, machines, equipment, and systems. Edge computing computers directly capture, filter, and process the massive information transmitted from multiple devices, process information in real-time, and provide feedback to the device endpoints. This eliminates the need to send all data to the cloud, thereby reducing time delays and data transmission costs.

With the recent development of popular key technologies such as Artificial Intelligence (AI) and 5G, in this new technological wave, edge computing applications have gained significant attention, and the demand for practical field implementation has increased dramatically. From cloud service giants AWS, Microsoft, and Google, to server, network equipment, and host manufacturers, numerous companies are investing in these product applications. According to international research firm MarketsandMarkets, the global edge computing market size was \$44.7 billion in 2022 and is projected to reach \$101.3 billion by 2027, representing an average compound annual growth rate of 17.8%, indicating stable long-term growth. In response to this market growth, Ennoconn Technology will develop a series of high, medium, and low-end edge computing products to meet the usage requirements of various fields.

2022--2027 global edge computing computer market scale

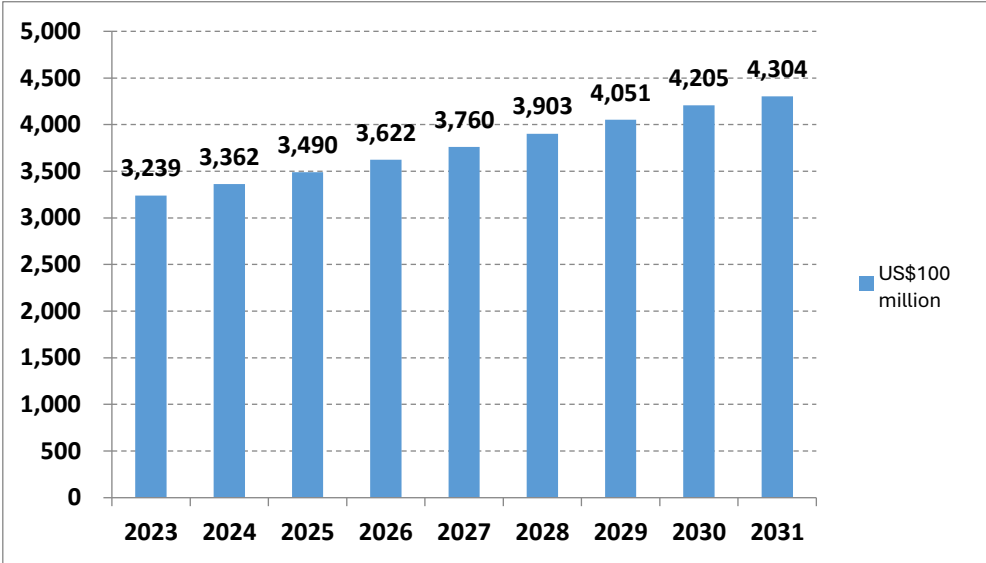


Source: MarketsandMarkets

F. Increasing demand in the gaming market

Gaming is another engine driving the continuous growth of industrial computers. Gaming is another engine driving the continuous growth of industrial computers. Benefiting from the recovery of the European and American markets and the lifting of restrictions on the gaming industry in Singapore, the gaming industry has attracted great interest in various countries around the world in recent years. It is expected that the gaming and lottery business will become a tool in promoting tourism-related industries and stimulate economic growth. The gaming industry has once again become a focal point in the market. According to Allied Market Research, global gaming market size is projected to reach US\$430.4 billion by 2031 with a CAGR of 3.8%.

2023-2031 global gaming market scale

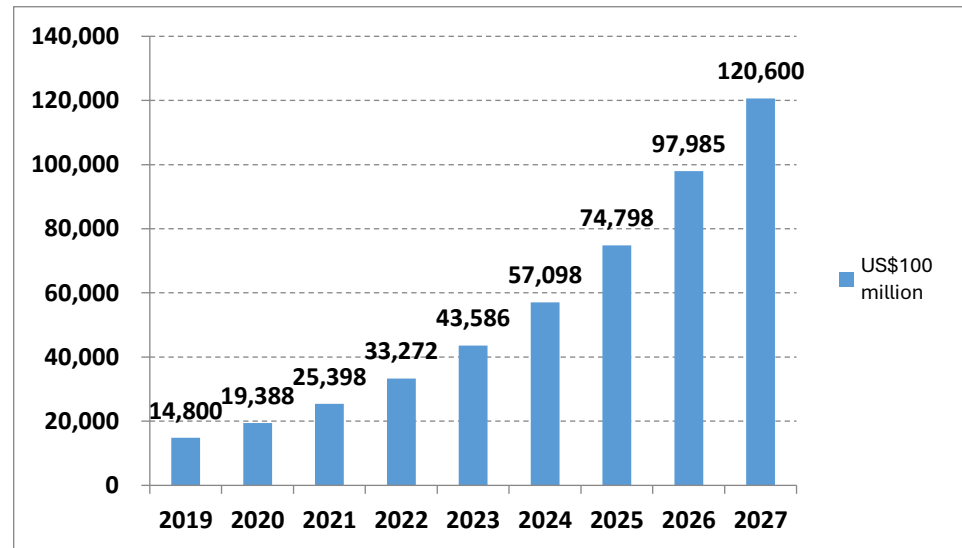


Source: Allied Market Research

In addition to the sales of hardware machines, the firmware and monitoring system for internal control, and even the need for setting up electronic display board multimedia information station and POS in the tourist areas around casinos and the catering industry could all be important business opportunities for IPC operators.

G. The rise of global mobile payment benefits point of sales (POS) manufacturers

With the demand for mobile payment in recent years, consumers have gradually formed the habit of paying through handheld devices, and mobile payment is rapidly popularizing and developing. According to the research survey of Allied Market Research, an international research consultancy, the total market, service, and transaction amount of global mobile payment will grow from US\$1480 billion in 2019 to US\$12,060 billion in 2027, with an annual compound rate of approximately 30.1%.

2019-2027 global mobile payment market scale

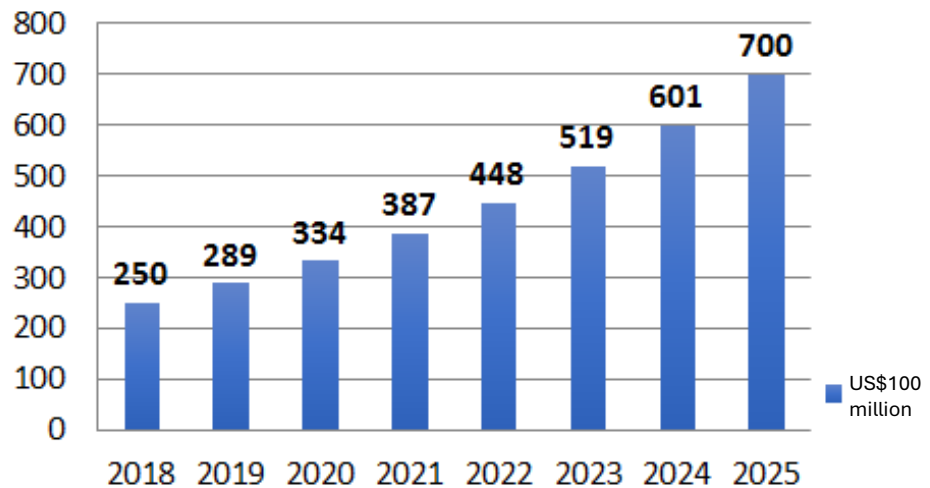
Source: Allied Market Research

The well-known mobile payment services Apple Pay, Samsung Pay, Google Wallet, EasyCard and store-issued stored-value cards all use Near Field Communication (NFC) payment technology. To use NFC payment technology, consumers must first have a smartphone with a built-in NFC chip, and merchants must also replace the MPOS (Mobile Point of Sale) or other POS systems that support NFC transaction function before consumers can enjoy mobile payment services.

Mobile POS machines (MPOS) have the advantage of portability, allowing store personnel to check out customers anytime and anywhere. It is convenient for customers to spend on special occasions such as airplanes or trains. This advantage is expected to bring obvious business opportunities for MPOS-related industries. Greg Buzek, President of IHL Group, a global research consultancy, said that the use of MPOS in some areas is rapidly changing the face of retail and hospitality, particularly for mall retailers. It is estimated that the number of POS used in department stores, clothing stores, and shoe stores will grow rapidly every year. In response to the rapidly changing consumer service landscape, the products have developed from PC-based POS machines to handheld POS with integrated wireless transmission, multifunctional all-in-one Touch POS with integrated host and touch screen, Mobile POS (mobile point-of-sale management system), and information service system (Kiosk).

H. Industrial Ethernet developing rapidly with IoT applications

According to Global Market Insight, the global Industrial Ethernet market size was \$25 billion in 2018 and is projected to reach \$70 billion by 2025, representing an average compound annual growth rate of 15.8%, indicating stable long-term growth.

2018-2025 global Industrial Ethernet market scale**Source: Global Market Insight**

Industrial Ethernet (IE) is the ethernet network used in an industrial environment, and its protocol provides deterministic and real-time control. Industrial Ethernet protocols include EtherCAT, EtherNet / IP, PROFINET, POWERLINK, SERCOS III, CC-Link IE, and Modbus TCP used in conjunction with rugged connectors and extended temperature switches to implement work automation or process control in harsh environments with extreme temperature, humidity, and vibration.

With the rapid adoption of Industrial Internet of Things (IIoT) in manufacturing to improve production processes and supply chain efficiency, the Industrial Ethernet market is experiencing growth. Industrial technology trends are moving toward smart factories. Once factory equipment adopts Ethernet as the standard communication protocol, information across all levels can be fully connected, enabling real-time control, monitoring, and management of computerized factory equipment, thereby enhancing overall enterprise competitiveness. This niche growth industry is precisely the product line that Ennoconn Technology is focusing on.

- I. Edge AI as the most prominent technology application development by 2025

According to Maximize Market Research, the Edge AI market size was \$17.46 billion in 2023, and the total revenue of Edge AI is expected to grow at a compound annual growth rate of 20.1% from 2024 to 2030, reaching approximately \$62.93 billion by 2030.

The concept of Edge AI represents the implementation of artificial intelligence algorithms and models on local devices, rather than relying on cloud-based processing, and it has gained significant momentum in the market. The above approach facilitates real-time processing and analysis of data on edge devices, including but not limited to

smartphones, edge servers, and IoT devices.

The growth of the Edge AI market is attributed to multiple factors. First, Edge AI addresses the need for reduced latency and real-time decision making. By processing data locally, edge devices can make quick, informed decisions, making them valuable in applications such as autonomous vehicles, industrial automation, and robotics. Additionally, privacy and security concerns are also addressed through Edge AI. Through local processing, sensitive data can be kept on edge devices, thereby reducing the need to transmit it to the cloud, which enhances privacy and security.

(4) Competition situation:

Since 2004, the Company and its subsidiaries have successfully self-developed industrial motherboards, entered the industrial computer industry, and continued to expand the application fields of products. The vertical application fields of industrial computers are quite diverse, and the cost of spanning each vertical application field is not low. Most of the application fields belong to an oligopoly competition structure.

In recent years, the Company and its subsidiaries are positioned as professional industrial computer R&D and design manufacturers, focusing on developing large-scale system integration brand manufacturers in Europe, the US, and Japan in the fields of smart industrial control, smart retail, smart gaming, smart home, and smart transportation, and expanding with customers to emerging markets such as China and South America. Compared with the same industry, the Company's consolidated turnover growth rate is far better than its competitors.

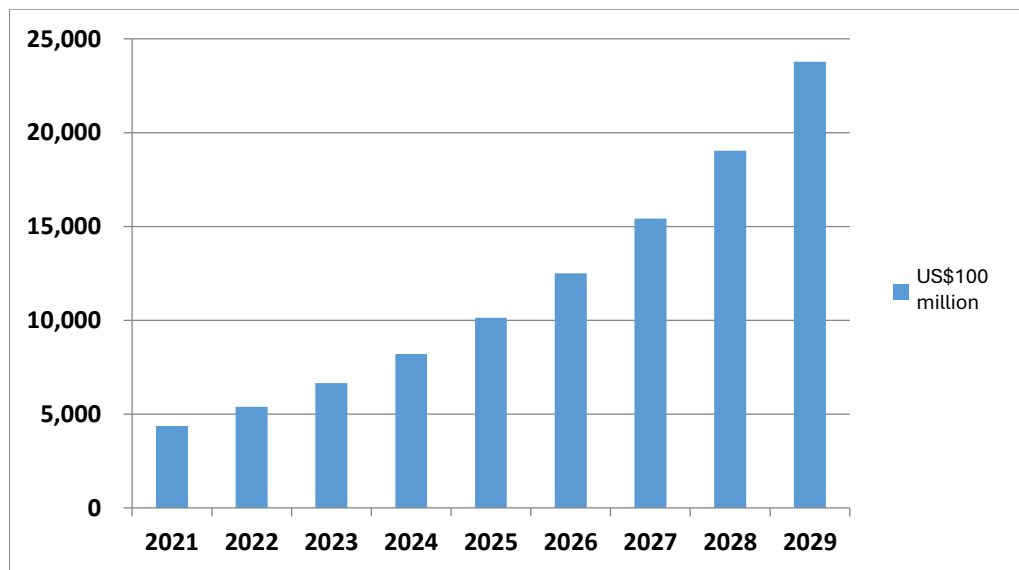
The Company and its subsidiaries focus on resource integration, the expansion of the overall manufacturing services in the customer area, the acquisition of product design and manufacturing turnkey contracts for major customers, and providing one-stop overall product service for customers. At the same time, we also develop high growth, high value, high margin products, and solutions, integrates the existing product lines, expands the diversity of industrial computer products, actively deploys IoT platforms from the cloud, systems to end devices, and improves the competitiveness in existing fields. Its growth potential is better than that of TWSE/TPEX listed companies.

Ennoconn provides global R&D and manufacturing, integrated supply chain and logistics services, brand building, and comprehensive channel establishment, delivering significant competitive advantages. With sales and service locations across 73 countries, Ennoconn offers localized support and dedicated customer services.

(5) Transformation and upgrading:

With the maturation and vigorous development of technologies such as 5G transmission, cloud computing, and artificial intelligence (AI), digital transformation and intelligent upgrades have quietly become the next stage development goals for various industries. As the Internet of Things (IoT) brings about technological changes, the creation of integrated hardware and software solutions, as well as the emergence of IoT cloud platforms, allows equipment manufacturers to provide global cloud application services for design, simulation, maintenance, production, manufacturing, and e-commerce development environments. This overcomes the digital divide that industries face during transformation. According to data from international research institutions, the global business opportunity scale of XaaS (Everything as a Service) has been growing rapidly at an average annual compound growth rate of 23.4% since 2021, and will reach 2.4 trillion US dollars by 2029. This enormous demand creates good business expansion opportunities for the Ennoconn Group, which already possesses complete solutions.

Global Everything as a Service market scale in 2021-2029



Data Source: Fortune Business Insight

For nearly 20 years, Ennoconn's operational direction and evolution have continuously aligned with technological advancements, consistently combining more strategic partners to enhance the group's competitiveness and operational performance. Starting with providing unique IIoT hardware products and services suitable for harsh environments, they rapidly expanded market share, then vertically integrated the hardware and software needed by the market, introduced Edge AI application solutions, and extended to provide comprehensive subscription-based ESaaS (Ennoconn Solution as a Service) open hybrid cloud solutions. Using this as a foundation, they integrated upstream and downstream supply chains to create Ennoconn's original one-stop XaaS (Everything as a Service) solution

covering HaaS, IaaS, PaaS, and SaaS. This allows Ennoconn Group's industrial control products to combine software and cloud services for high value-added differentiation. As major customers continue to increase their proportion of software and cloud services, this will further improve Ennoconn's individual performance metrics and make positive contributions to overall operations.

The Ennoconn Group collaborates with partners to build a global smart industrial ecosystem, driving the intelligent evolution of cities and enhancing enterprise efficiency, utilizing innovative intelligent technology to create smart solutions for creative human living.

3. Technology and R&D overview

(1) Technical level of business operations:

The application of 5G combined with big data and related AI fields will become more extensive. IoT products such as sensors and AI big data analysis will become more and more popular. The R&D strategy begins with interactive terminal products and focuses on emerging products such as smart industrial control, smart retail, smart gaming, smart home, smart transportation, etc.

In the field of smart industrial control man-machine interface, Ennoconn Corp. continues to introduce industrial control host with touch screen, which is wide temperature, high brightness, and long service life. It is compatible with production equipment units such as programmable logic controller (PLC), frequency converter, servo motor, and reducer of major brands. Using an intuitive operation interface, it is easy to operate the production machine and immediately grasp various production information and machine status. With the industrial firewall technology, NAS, and other industrial computer products technology developed by the Company and its subsidiaries, the R&D direction is extended from the industrial computer system with strong and solid specifications to the industrial communication field, such as industrial server to the development of industrial smart gateway, which is used to collect all kinds of traditional instruments, digital instruments, sensors, servo motors, production machines, etc. Through big data analysis, combined with IT/ERP information system, smart production, and equipment predictive maintenance can be achieved, which is an important cornerstone for the realization of industry 4.0 smart factory.

In the aspect of smart transportation, we have developed and designed industrial control mainframe for rail transit and navigation, continuously cultivated various IPx's waterproof and dustproof design, developed industrial control mainframe and Panel PC that comply with the requirements of maritime power supply and developed color correction software, which can meet the certification specifications of the panel in industrial application, and meet the DNV association specifications. Also, we have passed relevant and stringent tests on EMC/Safety and power supply requirements to help customers launch products more quickly.

In terms of smart retail, x86 computers are mainly applied to retail point-of-

sale (POS) systems, interactive multimedia kiosks, automated control equipment, ATMs, lottery machines, digital signage, medical care equipment, network storage devices, etc. The Company and its subsidiaries are working with Intel to pursue development opportunities in new industries and markets. Adopting the new generation of Intel S and U Series CPU, standardized design, integrated motherboard and system, combined with embedded storage memory peripheral and multi-mode embedded wireless transmission, it provides a different development platform of General SBC. As different products in different vertical markets, it can accelerate and improve the development schedule of extension machine products and the development efficiency of system products to provide the most suitable customized module design and become the device or equipment used in various industries.

In terms of smart gaming products, we continue to cooperate with gaming machine equipment vendors to provide different core Intel CPU platform controllers to meet the needs of customers' different applications. We are committed to deepening software and firmware development, providing more enhanced Boot Security firmware design, and supporting customers in passing GLI certification. Now we have also continued expanding cooperation from customers and continued to obtain more projects.

In terms of AI, we are collaborating with Intel OpenVINO (Open Visual Inference & Neural network Optimization) to develop related POS applications, combined with big data analysis technology, allowing customers to more easily convert image data collected from edge and IoT devices into commercially valuable information, such as facial recognition, customer identification, and pushing corresponding advertisements. At the same time, plans are underway to integrate AMD and NVIDIA chip products to capture the multi-screen and 4K gaming entertainment market in Japan and the United States, as well as the AI computing host market.

Smart Industrial Internet of Things (IIoT) is another key focus area. By developing core-layer software and hardware technologies and products, various industrial machines are connected to the network. Sensors and gateways are used to collect data, edge computing devices are employed to analyze data, cloud platforms are leveraged for intelligent decision-making, and the results are fed back to edge devices—ultimately achieving the goals of cost reduction, inventory optimization, quality improvement, and efficiency enhancement.

The Company continues to expand the development of application computers across different vertical markets in collaboration with various chip manufacturers, and continuously adopts the latest Intel chip platform designs. Platforms such as Twin Lake, Panther Lake, and Nova Lake are provided to address customer specification requirements and AI computing application needs. The Company also offers rugged rail-mounted computers compliant with EN50155 power specifications, as well as fully integrated computers compliant with DNV and IEC60950 maritime association standards for customer validation.

We continue to provide "AIoT hardware-software cloud service platform" solutions and design and manufacturing services for terminal interaction systems, standardizing and modularizing the hardware and software integration services, and introducing cloud platform services to equip products with cloud-edge integration capabilities. We focus on application areas such as smart factories and smart cities, integrating with partners to assist more customers in various industrial markets. Existing products have been enhanced with hybrid cloud software capabilities, offering customers diverse options for edge computing, cloud data transmission, and information security management.

In recent years, ESG issues have been widely addressed by enterprises worldwide. Currently, with regard to carbon emissions related products, we continue to develop a communication protocol product that integrates data from various sensors, which can collect data related to ground sensors, upload it to a cloud server, and convert it to be displayed on a visual dashboard, facilitating management and interpretation of data, providing a reference basis for monitoring the environment and adjusting equipment energy consumption.

4. Transformation and upgrade

In collaboration with Google Cloud, the Company has fully adopted Gemini Enterprise and Google Security Operations Enterprise Plus (SecOps) solutions, leading the Group in advancing a dual-track core strategy for AI and cybersecurity. Leveraging the powerful AI capabilities of Gemini Enterprise, the Company drives a high degree of business process automation, seamlessly integrating diverse internal and external enterprise system data, and employing large-scale construction, management, and AI agents to unlock the potential of individuals, teams, and the entire organization.

In addition, the adoption of SecOps strengthens enterprise-grade cybersecurity protection, continuously reinforcing Ennoconn's leading core technologies in industrial design, Edge AI computing, cloud integration, and design manufacturing. This safeguards the Company throughout its digital transformation journey, effectively responding to the diverse needs of global customers, providing more comprehensive cybersecurity and information security protection, and further helping partners and customers create long-term value.

As the Internet of Things (IoT) drives technological transformation, the emergence of integrated software and hardware solutions and IoT cloud platforms enables device manufacturers to provide globalized cloud application services across design, simulation, maintenance, production, manufacturing, and e-commerce environments. This overcomes the digital divide faced by industries during transformation and creates favorable business development opportunities for the Ennoconn Group, which already possesses a complete range of solutions.

IV. Operational Overview

Over the past nearly 20 years, Ennoconn's business direction and evolution have continuously followed the advancement of technology, consistently partnering with more strategic collaborators to enhance the Group's competitiveness and operational performance. Starting from initially providing unique IIoT industrial-grade hardware products and services suitable for harsh environments, the Company rapidly expanded its market share, then vertically integrated the software and hardware required by the market. It extended its offerings to provide comprehensive, subscription-based ESaaS (Ennoconn Solution as a Service) open hybrid cloud solutions, and on this foundation, integrated the upstream and downstream supply chain to build Ennoconn's proprietary end-to-end XaaS (Everything as a Service), encompassing HaaS, IaaS, PaaS, and SaaS. ESaaS (Ennoconn Solution as a Service) is a vast intelligent solution ecosystem built by Ennoconn Technology, consolidating Group resources to address AIoT application needs across various industry sectors, enabling rapid customized deployment services for global customers. This differentiates the Ennoconn Group's industrial control products through high-value-added software and cloud services. As major customers continue to increase their emphasis on software and cloud services, the Group will further improve Ennoconn's individual three-margin performance and contribute positively to overall operations.

(1) R&D Personnel and Their Experiences:

The educational background of the Company's R&D department is as follows:

Unit: persons

Year	2023	2024	2025
Education			
PhD	42	41	46
Master degree	1,009	1,017	1141
College degree	1,350	1,351	1463
Senior high school (inclusive) or below	809	810	917

(2) R&D Invested in the Most Recent Year and Successfully Developed Technologies or Products:

A. R&D expenses invested:

Unit: NT\$ thousand; %

Year	2024	2025
R&D expenses (A)	10,199,350	10,839,354
Operating revenue (B)	146,383,720	142,289,669
R&D expenses operating revenue ratio (A)/(B)	6.97%	7.62%

C. Successfully developed technologies or products:

Year	Name Item of Product and Technology
2011 to 2023	Omitted, please refer to the Company's previous annual reports.
2024	<ol style="list-style-type: none"> 1. Develop a smart meter HAN module with wireless meter reading technology, synchronized with Taiwan Power Company data, automatically receiving electricity usage data to provide extended value-added services. 2. Develop a fanless, small, industrial-grade wide-voltage and high-performance AI BOX PC based on Intel Meteor Lake platform, providing a rich variety of interfaces and including an NPU computing unit to deliver computational power for AI-related applications. 3. Develop an affordable magnetic high-efficiency barcode scanner, paired with dedicated POS terminals, featuring ergonomic mechanical design. The device's magnetic attachment direction allows placement on both sides of the machine according to usage scenarios, increasing flexibility in field equipment installation. 4. Develop a proprietary failure prediction IC, providing standardized modular reference circuits, combined with a cloud software and hardware integration platform, to provide monitoring data, recording, and early warning functions, optimizing equipment maintenance timeliness and offering different functional options through a subscription model. 5. Collaborate with customers in the production and development of bar-style gaming consoles, where the host system can be embedded in the bar counter, improving host space utilization. 6. Develop cybersecurity anti-hacking firmware, and integrate related encryption mechanisms into IoT devices. 7. Design a new generation lottery machine system based on Intel Alder Lake P platform, providing a new experience with lightweight, streamlined, and high-performance system integration. 8. Develop a 56-channel smart electrical box device, achieving cloud software and hardware integration, providing multi-circuit monitoring to analyze floor electricity usage conditions for formulating energy-saving plans, to achieve power-saving and carbon reduction effects.
2025	<ol style="list-style-type: none"> 1. Peripheral I/O control boards related to self-checkout machines, achieving overall application integration for self-checkout systems. 2. New-style lottery vending machines with a new model of electromechanical integration applications. 3. Utilizing the Intel Bartlett Lake new platform to design a next-generation gaming control computer host, enhancing performance and increasing AI computing power. 4. Utilizing the Intel Alder Lake platform with modular design, winning an Italian project. 5. Utilizing the MediaTek ARM processor platform to provide

Year	Name Item of Product and Technology
	<p>Android POS and Kiosk project applications, developing peripheral device APIs, and establishing related software and hardware integration.</p> <p>6. Developing USB device security modules, integrated with the ESaaS cloud software and hardware integration platform, providing Windows/Linux related software and early warning functions to strengthen network security when devices are connected to the internet.</p> <p>7. Developing a new generation of optical image recognition lottery hosts with AI computing capabilities.</p> <p>8. Developing a smart meter Route B remote key configuration function.</p> <p>9. Developing OpPredict failure prediction Android API.</p>

5. Long-term and short-term business development plans:

(1) Short-term development plan:

A. Marketing strategy

- a. Enhance the development and depth of regional markets and actively expand the cooperation and exchange with professional system integrators in the targeting market.
- b. Expand collaboration on new product lines with existing customers, actively promote high value-added system products and product ecosystem integration, thereby increasing overall sales and profits, deepening cooperative relationships with customers, and improving loyalty.
- c. Target niche market customers for in-depth business development, and arrange dedicated application presentations according to their respective vertical application markets, enhancing recognition and visibility of our professional capabilities.
- d. Deploy AIoT solutions and complete ecosystems in Europe, America, Southeast Asia, and emerging markets, combining brands, products, and technology portfolios with the physical economy of relevant target industries in the region, establishing successful demonstration sites, and promoting cloud subscription business models for customers to achieve long-term profitability.

B. Production, R&D, and product development direction

- a. Industry-academia incubation research and development subsidies and active recruitment of project management talents to extend technical domains and accelerate product development speed.

- b. Purchase additional R&D equipment, especially system analysis and institutional integration-related R&D verification equipment, to react to the increasing project demand for smart industrial control, smart retail, smart gaming, smart home, and smart transportation.
 - c. Reserve software R&D talents for RISC & MCU product development, add implementation of industrial communication-related protocols, recruit specialists in AIoT, smart buildings, and energy management to accumulate R&D energy and strengthen software and firmware development capabilities.
 - d. In combination with marketing objectives, expand and accelerate key product R&D, key technology development and collection, combination and integration of smart production of its own technology and strategic partners' core technology products in the industrial Internet-related fields.
- C. Operation management policy
- a. Strengthen the quality control system, continuously improve product quality, reinforce customer service.
 - b. Make good use of the information management system to advance the Company's operating performance.
 - c. Reinforce internal work quality and innovation ability.
- (2) Long-term development plan:
- A. Marketing strategy
- a. Actively strive for cooperation opportunities with large customers in the industrial computer field in Europe, the US, China, and Japan.
 - b. Deeply cultivate the targeting vertical application market, nurture professional technical capabilities and be familiar with industrial applications and needs, integrate the expertise and advantages of each subsidiary, and strive for new business opportunities.
 - c. Strengthen the integration of the application ecological chain and offer customers diversified application development.
 - d. Integrate global production bases and provide customers with global production logistics services.
 - e. Build on Taiwan, deploy in Europe, America, Southeast Asia, and Northeast Asia, with a global vision; provide solid, effective, and complete software and hardware integration applications and intelligent vertical domain solutions.
 - f. Work together with brand owners to jointly develop industrial application products and assist in expanding niche markets.

IV. Operational Overview

- g. Strive for the major target customers of product design and manufacturing turnkey contracts and exclusively provide customers with one-stop global overall product services.
 - h. With the application of AI technology and the technological revolution of industrial Internet of Things, the massive market scale of XaaS (Everything as a Service) is arriving. Coupled with the company's transformation and upgrade to develop ESaaS (Ennoconn Solution as a Service), we provide cloud-based software and hardware integrated solutions to seize this enormous market opportunity.
- B. Production, R&D, and product development direction
- a. Deepen the application environment of the vertical market, research, collect and utilize user experience to develop distinguished products and services.
 - b. Based on the development of the smart vertical field, combined with the architecture of cloud computing and the IoT, ally with manufacturers by key technologies and components to provide novel products and services and create diversified applications for different vertical markets.
 - c. Establishment of a diversified cooperation platform with key strategic partners; flexible hardware production and rapid field application solution modularization for target industries.
 - d. In response to the relocation and restructuring of the global supply chain landscape, establish cross-continental regional factories for customers, providing various professional manufacturing services.
- C. Operation management policy
- a. Vertically integrate technology and manufacturing capabilities to provide customers with a full range of services. Also, actively integrate the global production bases to boost global production and remote backup capacity for customers.
 - b. Adjust the organizational structure and establish a profit center management system.
 - c. Raise funds through domestic and foreign capital markets to further build a global corporate map.
 - d. Develop the Company's corporate culture and international outlook, and nurture outstanding professionals through job rotation to improve the competitive advantages.
 - e. Set goals at the company, department, and individual level, and import online performance assessment software to systematically implement performance management.

- f. Integrate the group's technology in various fields and develop an application ecological chain.
- g. Establish communication and organizational structure for rapid strategies and executions across multiple time zones and nationalities.

2. Overview of the Market, Production, and Sales

(1) Market Analysis:

1. Sales region of major products

Unit: NT\$ thousand

Region \ Year		2024		2025	
		Amount	%	Amount	%
Domestic		24,617,997	16.82	25,395,959	17.83
Overseas	Asia	26,434,338	18.06	26,573,790	18.68
	America	43,920,038	30.00	37,485,718	26.34
	Europe	51,168,853	34.96	52,533,433	36.92
	Others	242,494	0.16	330,769	0.23
Total		146,383,720	100.00	142,289,669	100.00

2. Market share:

Since the Company and its subsidiaries successfully developed industrial motherboards in 2004, they have continuously expanded their product application areas. In recent years, they have rapidly expanded their business by positioning themselves as "professional industrial computer R&D and design manufacturers," securing a place in the industrial computer industry. Over the years, the Company and its subsidiaries have collaborated with major European and American manufacturers on research and development. Their products have not only penetrated mature markets such as Europe, America, and Japan but have also achieved outstanding results in important emerging markets like China and South America. As the industrial computer industry has a wide range of applications, there are no precise statistics in Taiwan that clearly indicate the market share of the Company and its subsidiaries in the industrial computer market. However, the Company and its subsidiaries' major trading partners are leading manufacturers in POS, ATM, industrial control, network communications, gaming machines, gambling, and other industrial computer application fields. For example, the Company has become the primary board and controller supplier for the world's largest ATM brand and Group A, one of the top three POS brand manufacturers. It is estimated that the Company and its

subsidiaries should have a certain market share in relevant application fields. As the Company and its subsidiaries continue to expand their business, overall operations and market share should grow steadily.

3. The future supply and demand situation and growth of the market

Demand in the POS industry is expected to continue growing steadily. According to forecasts by research firm Grand View Research, the global point-of-sale software market is estimated to reach USD 17.13 billion in 2025 and is projected to reach USD 38.82 billion by 2033, with a compound annual growth rate (CAGR) of 10.8% from 2026 to 2033.

In terms of the ATM market, although the North American market has become saturated. Nevertheless, due to the low base period of emerging countries and the low penetration rate of smart mobile devices, the growth is well, and the demand potential of ATM is not low. According to a report published by Allied Market Research (AMR), the global ATM market is expected to reach a compound annual growth rate of 5.2% between 2019 and 2027, with the global ATM market size climbing to nearly \$30.5 billion by 2027. However, the ATM market in Europe and America has already approached saturation, while the Asia-Pacific region, Middle East, and Africa are expected to grow significantly faster than other regions in the coming years.

At present, major international brands emphasize terminal sales, and it has become a trend to outsource design and production operations. Taking Group A as an example, most of its POS products are OEM outsourced manufacturing of the whole machine. Due to transportation cost considerations, ATMs often set up their own complete machine assembly bases in neighboring areas of important markets. Still, most of its important components, such as motherboards and controllers, have also been outsourced. Thus related business opportunities are still booming.

Due to market acceptance of Self-Service technology, the demand for Kiosks continues to grow steadily. According to research firm Persistence market research, global demand for interactive and self-service Kiosks is projected to continue growing at a compound annual growth rate of 9.7% from 2017 to 2025.

In recent years, AI intelligence has been flourishing across various fields. Machine vision systems have become important applications in smart cities, healthcare, retail, logistics, green energy, agriculture, and more. According to a report published by research firm MarketsandMarkets, the machine vision market is expected to achieve a compound annual growth rate (CAGR) of 30.6% between 2025 and 2030, with the global market size projected to reach USD 2,407 billion by 2032. The four major drivers fueling market growth are: 1. Rapid technological advancement in identification, measurement, judgment, positioning, and guidance; 2. Rapid growth in AMR and AGV robotic application areas; 3. Doubling demand for autonomous vehicles and electric vehicle products; 4. Rapid adoption of AI, 5G, and Industry 4.0 industrial applications.

4. Competitive niche:

(1) Innovate proactively to find different growth models

It has taken Taiwan's general industrial computer suppliers more than a decade to reach their current scale in Taiwan; if following its model, there are few opportunities to catch up or surpass its achievements in a few years. Therefore, the Company and its subsidiaries repetitively attempt to establish core competitiveness with different products, services, and business models, and at the same time accelerate the expansion of the scale. This belief makes the members of each functional unit not stick to the existing workflow and thus can adjust and progress according to the Company's strategic directions and its subsidiaries.

(2) Mastery of R&D Technology and efficiency in project management

The building of new product development and services has always been the core competitiveness of the Company and its subsidiaries. Compared with other industrial computer companies on the product design with various standard specifications, the Company and its subsidiaries emphasize more on the needs of the industry. Because of the focus, we can better understand the application environment. Apart from technology, the time and quality of development are also crucial. Project management members not only have a good knowledge of products and design but also need to be familiar with a wide range of fields such as material preparation, production, industrial knowledge, and customer communication. The accumulated experience and talent development of ODM/JDM in the past few years will be a vital opportunity for future development.

(3) Refining superior products through collaboration with key customers, with cooperative relationships also serving as a powerful tool for word-of-mouth marketing.

The Company and its subsidiaries primarily serve world-renowned leading brands as their main customers, whose requirements for products and services are much higher than those of ordinary companies. However, the Company and its subsidiaries' R&D technology, quality control, and project management efficiency can all meet customer expectations, thus making the cooperative relationship between companies even closer. Additionally, given the industrial computer's pursuit of stability, it is difficult for competitors to enter this market.

(4) Invest Resources in E-transformation, Automation, and Knowledge Management

MIS and software personnel are also important pillars for the development of the Company and its subsidiaries. In addition to purchasing packaged software for direct use of its functions, the interface between the systems or the insufficiency is supplemented by MIS and software personnel to accomplish a seamless flow of information. The expertise of the software

personnel is also exerted in the automation of factory production. The reduction in personnel judgment and usage reduces both the probability of error and the cost of production.

(5) Management team with diverse backgrounds

The Company's management team comes from industrial computers and world-class design and manufacturing service companies with relevant management experience in products of HMLV (High Mix, Low Volume) or LMHV (Low Mix, High Volume). Facing industries with different growth strengths, this cross-border combination helps meet the customer needs beyond product development.

(6) Flexible service model, closely one-stop-solutions model that extensive collaboration with customers

From core boards and embedded systems to complete machines containing many imaging devices, from simple product design and manufacturing to create a worry-free supply chain and service system for customers, Ennoconn Corp. increases the customer's adhesion to us with multi-level product capabilities and a wide range of ecological chain partners.

5. The Advantages, disadvantages, and countermeasures for developing prospect
Advantages:

(1) The transfer of industry models allows the latecomers to grow rapidly

The rise of the Apple brand has driven new thinking in products and services. In the past, the industrial computer industry in Taiwan only focused only on hardware R&D, just like the PC industry. Therefore, the Company and its subsidiaries, with innovative business models, are the pioneers of bringing the concept of "ODM" into the first-class brand factories, focusing on establishing good cooperative relations with large-scale brand system integration manufacturers of industrial computers, and using this successful experience to continuously strive for cooperation opportunities with other brand factories in the future.

(2) Outstanding R&D, production management and business team

The Company's management team and its subsidiaries have strong capabilities in industrial computer R&D, business development, and project management and possess years of experience in consumer electronics. Therefore, the Company and its subsidiaries have a solid production management capability compared with other peers. We can take the product as the main axis, continuously invest resources in the R&D technology, management, and market development, and assist the factories in adjusting the production process and product quality to meet customers' demand and find a different path from other industrial computer manufacturers.

(3) High quality and steady customers

The main sales customers of the Company and its subsidiaries are mostly international well-known brand manufacturers in various application fields. The customers' operating conditions are stable and have a solid foundation. The sales areas are all over the world, and they are less susceptible to major fluctuations due to individual market or economic changes. Furthermore, we have upheld a good communication bridge with customers so as to grasp their needs of products, earn their recognition, and contribute to the solid growth of the Company and its subsidiaries' revenue.

(4) Complete R&D functions

The Company and its subsidiaries have a complete division of labor in the R&D center. Apart from possessing complete R&D capability in software, hardware, and firmware, the Company also has system integration, verification, power supply design, circuit layout, safety inspection, etc. Besides, the R&D team also conducts regular meetings to communicate the work progress, which can effectively fulfill the customer's needs for products and follow-up maintenance updates. Moreover, we have set up a dedicated team for key customers to deliver customers comprehensive services.

(5) The booming communication industry and the IoT drive the industrial computer revolution

With the emphasis on the internet of everything (IoE) in industry 4.0, various terminal devices, controllers, and sensing elements become increasingly intelligent and capable of autonomous computing. The design concept of industrial computer has also been repositioned in response to the industry 4.0 trend. With the advent of the IoT era, all terminal equipment will have sensing, data collection, and computing capabilities in the future. In view of this, the demand for industrial computers will shift from the original core computing requirements to power-saving, lightweight, and convenient deployment functions and integrate more monitoring and preventive maintenance capabilities to reduce the loss caused by abnormal conditions.

(6) Rapid growth in demand in emerging market countries

China has transformed from a production location that provides cheap labor to a hotly contested emerging market for the rest of the world. On top of it, its government has continued to push forward infrastructure. For Taiwanese manufacturers, they can take advantage of geographical and language advantages to compete for orders with products and high-quality services. Furthermore, with the successful deployment of the large-scale brand manufacturers in South America, Eastern Europe, and other emerging markets, which are expected to continue to drive the demand for industrial computer related products. Coupled with the increase in consumer spending power, it is also the driving force to increase the demand for POS

and ATM shipments.

(7) The demand for kiosks continues to grow in developed countries

Due to the continuous increase in labor costs, the demand for interactive and self-service Kiosks will continue to surge. Through the efforts of R&D and business teams, the Company has developed rather competitive products and contacted several world-class customers, which will greatly contribute to future performance.

Disadvantages:

- A. The sales quotation is mainly in the US dollar, and there are potential risks in exchange rate fluctuation.

Countermeasures:

- Pay attention to exchange rate trends at any time, and adjust product costs and selling prices promptly
- The purchase and sale of goods are mainly priced in US dollars, and the overall impact on exchange rate fluctuations can achieve the balance effect between receivables and payables.

- B. China-US trade war leads North American customers to demand overseas production bases

Countermeasures:

- Actively integrate global production bases to improve customers' global production and remote backup capabilities

- C. International geopolitical crisis and the impact of high global interest rates have led to a decline in consumer demand; together with the uncertain future outlook for the global economy has resulted in conservative investment.

Countermeasures:

- Work with suppliers and customers to manage production and sales and reduce opportunities for idle inventory.
- Invest in industries that are less affected by the economic recession, develop new product lines and expand revenue sources through diversified investment strategic alliances.

- D. Customers are internationally renowned manufacturers, the negotiation ability is low and sales are concentrated

Countermeasures:

- Maintain a good communication relationship with customers
- Actively develop new customers and have gradually dispersed customers.

- E. Many competitors join the market.

Countermeasures:

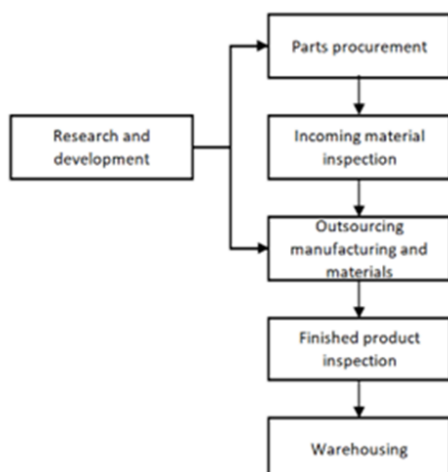
- The Company and its subsidiaries have innovated business models, are ahead of potential competitors and have established a solid relationship with large-scale industrial computer brand customers. Industrial computer brand companies value the stability of suppliers and are less likely to change manufacturers. In addition to reinforcing the existing achievements, the Company and its subsidiaries also continue to progress and expand their leading edge.

(2) Major applications and production process of the main products

1. Major applications of the main products

Main Products	Major Applications
Embedded boards for industrial computers	Integrate computing, memory, storage, and multiple transmission or expansion interfaces according to system requirements or industrial specifications. Through system integration and the addition of expansion modules, they become devices or equipment used across various industries. Their applications include - industrial embedded computer systems, industrial embedded box computers, industrial 5G computing platforms, industrial 4K/8K displays, industrial tablets, artificial intelligence (AI) computers, edge computers, telecommunications systems, medical computers, industrial Ethernet computers, industrial network security computers, embedded software development tools, optical imaging systems, etc.
System/barebone	To meet the application requirements, the industrial computer boards and other related components such as LCD screens, touch screens, card readers, printers, motion control cards, GPS modules, and GSM modules are integrated into one system. Because of the higher integration, it is more focused on a single application and is closer to the market and users.
Network information security	Ensure smooth network connectivity, control the in and out of all network packets, and integrate communications and computer equipment. Its applications include network security servers, firewalls, virtual private networks, antivirus application servers, integrated threat application servers, intrusion detection and prevention servers, enterprise-level internet voice servers, etc.
Edge AI	Ennoconn is actively developing AI modules and application solutions, focusing on the needs of smart retail, gaming, net-zero carbon emissions, and information security. These applications are embedded in various customer machines, including POS, ATM, gaming machines, and edge controllers, and are being comprehensively implemented in next-generation models of newly initiated projects. These AI modules can connect to operating systems in real-time, monitor and predict, and improve equipment efficiency. In the industrial control field and brand channels, we focus on providing standardized AI solution hardware and software platforms, helping customers implement economically efficient artificial intelligence to optimize quality inspection, object recognition, and other applications, thereby improving operational efficiency and achieving cost reduction.

2. Production process of main products:



Supply status of main raw materials:

Name of Raw Material	Supply Status
Power supplier	Good
Graphics processor	Good
Basic output/input system	Good
Liquid crystal display	Good
Integrated circuit	Good

(3) The names of any suppliers (clients) that have supplied (sold) 10% or more of the company’s procurements (sales) in either of the preceding 2 fiscal years, and the monetary amount and the proportion of such procurements (sales) as a percentage of total procurements (sales), and explaining the reason for any change in the amount:

- Information on major suppliers in the past two years: There are no suppliers accounting for more than 10% of total purchases amount.
- Information on the major sales customers in the most recent two year:

Unit: NT\$ thousand

Item	2024				2025			
	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with the Issuer	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with the Issuer
1	Customer A	16,333,155	11.16	None	Customer A	8,347,817	5.87	None
	Net Sales	146,383,720	100.00	-	Net Sales	142,289,669	100.00	-

Explanation for changes: Due to the introduction of new products for new customers and changes in product demand from existing customers, the fluctuation in percentage during the period is considered normal.

3. Information on Employees in the Last Two Fiscal Years up to the Publication Date of this Annual Report

Unit: persons; %

Year		2024	2025	March 31, 2026
Numbers of Employees	Administration	1,654	1,936	1,936
	Sales & marketing	1,382	1,625	1,627
	Technical support	7,908	9,265	9,270
	Total	10,944	12,826	12,833
Average age		41.73	41.78	42.56
Average years of service		8.54	8.86	8.91
Education level distribution ratio	PhD	0.62%	0.71%	0.72%
	Master degree	17.84%	22.05%	19.60%
	College degree	46.35%	41.05%	43.65%
	High school	22.86%	22.91%	22.92%
	Below high school	12.33%	13.29%	13.11%

Note: The consolidated subsidiary Kontron AG is compiled based on the latest information obtained.

4. Disbursements for environmental protection

All assembly and testing of Ennoconn Technology are processed by outsourced processing factories, and the businesses operated by the group's subsidiaries do not generate pollution. In terms of plant affairs and process system planning and integration services, the company designs, plans, constructs, and installs plant facilities for high-tech industries. For waste generated during construction or assembly processes, all waste is classified and bagged according to government regulations and client specifications, and then handed over to qualified professional waste disposal vendors for processing. In addition, raw materials that need to be scrapped during the production process are all entrusted to professional waste disposal contractors for removal according to regulations; all aspects of air, water, waste, toxicity, and noise comply with the approvals of local government agencies and will not damage the ecological environment. Therefore, as a non-polluting company, there is no related environmental protection expenditure.

- (1) According to laws and regulations, if required to apply for a permit for installing anti-pollution facilities, or permit of pollution drainage, or to pay anti-pollution fees, or to organize and set up an exclusively responsible unit/office for environmental issues, the description of the status of such applications, payment or establishment shall be made:
- (2) Setting forth the company's investment in the major anti-pollution facilities, the purpose of such facilities, and the possible effects produced:
- (3) The process undertaken by the company on environmental pollution improvement for the most recent two fiscal years up to the publication date of the annual report. If there had been any pollution dispute, its handling process should also be described:
- (4) Any losses suffered (including any compensation paid) and total sanctions by the Company in the most recent two fiscal years up to the publication of the annual report

date due to environmental pollution incidents, and disclosing its future countermeasures (including improvement measures) and possible expenses (including the estimated amount of loss, disposition, and compensation that may occur if countermeasures are not taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided):

- (5) The current condition of pollution and the impact of its improvement to the profits, competitive position, and capital expenditures of the company, as well as the projected major environment-related capital expenses to be made for the coming two fiscal years:

5. Labor relations:

(1) The Company's various employee benefits, continuing education, training, retirement systems, and the status of their implementation, as well as the status of agreements between labor and management, and all measures aimed at preserving the rights and interests of employees

1. Employee benefits, continuing education, training, retirement systems, and the status of their implementation:
 - (1) Labor insurance and national health insurance: From the date of onboarding, the Company enrolls all employees in Labor Insurance and National Health Insurance in accordance with applicable laws.
 - (2) Group insurance: From the date of onboarding, the Company fully covers the cost of group insurance for all employees. The Company also provides a 'Dependent Family Benefit,' whereby employees' spouses and children enjoy certain group insurance coverage fully paid for by the Company.
 - (3) Employee retirement system and its implementation status:
 - A. Old system: According to the provisions of the Labor Standards Act, the Company has formulated the "Organizational Rules of the Labor Retirement Reserve Fund Supervisory Committee," among which, the employees who joined the Company prior to June 30, 2005 can choose to adopt the old labor retirement system or the new system. Where adopting the old system, the Company shall pay 2% of the salary every month and allocates it to an exclusive pension account at the Bank of Taiwan, which is supervised and managed by the Company's "Labor Retirement Reserve Fund Supervisory Committee."
 - B. New system: For employees who joined the Company on or after July 1, 2005, and employees who originally applied to the old system but opted to join the new system, the Company will allocate 6% of the total salary monthly to a retirement reserve and deposit it into an exclusive employee labor retirement reserve account in accordance with the provisions of the "Labor Pension Act."

(4) Continuing education and training

The Company is committed to talent training and actively encourages employees to participate in various training courses. The internal training courses aim to exchange and inherit professional knowledge to enhance employee work efficiency. The external training courses may be applied based on the Company's business and work needs for external education and training.

(5) Employee welfare committee

Employees are entitled to maternity benefits, wedding allowance, funeral consolation grants, birthday allowance, health check allowance, and occasional employee gathering parties.

(6) Club activities

The Company is a positive working environment and is concerned for the physical and mental health of all colleagues. A badminton club, yoga club, and basketball club is provided by the Company for employees to utilize.

2. Agreements between labor and management and various measures to protect employees' rights and interests.

The Company and its subsidiaries adhere to the concept of "integration of labor and management," focusing on rationalized and humanized management, establishing a smooth communication channel, maintaining good relations between labor and management, jointly creating productivity, sharing profits, and establishing stable and harmonious labor relations.

Although the Company has not yet established a labor union or concluded a collective agreement, a Labor-Management Committee has been established in accordance with the law. Through labor-management meetings, the Company aims to coordinate labor-management relations, promote labor-management cooperation, enhance communication between both parties within the enterprise, and achieve a win-win outcome for both labor and management.

(2) A loss suffered by the Company in the most recent year and up to the publication date of the annual report due to labor disputes and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

6. Information security management:

(1) Description of information security risk management framework, information security policy, specific management programs, and resources invested in information security management.

1. Ennoconn Information Security Risk Management Framework

Organizational governance and audit	A Risk Management Team has been established under the Corporate Sustainability Management Committee, responsible for formulating information security policies and implementing related operations. Implement information security audits; audit reports must be submitted to Independent Directors for review and reported to the Audit Committee.
Network security management	Clearly define network domain boundaries, place confidential data in isolated network environments, and restrict external connections. Deploy protective equipment such as firewalls and IPS (Intrusion Prevention Systems), and assign dedicated personnel to monitor system events.
Computer system security management	Strictly regulate software usage and prohibit the use of unauthorized software. All computers and servers are equipped with endpoint protection capable of automatically detecting and blocking viruses and abnormal attack behaviors, with dedicated information security monitoring personnel in place.
System access control	Adopt least privilege management, follow access rights application procedures, and conduct periodic reviews. Control external computers, BYOD devices, and removable storage media, and ensure systems are equipped with backup and recovery mechanisms.
Outsourced Operation Security Management	When entering into contracts with outsourced vendors, compliance with the Company's information security policies and legal regulations is required. Contracts must define the rights and obligations of both parties, data access permissions, and procedures for handling breaches.
Information security responsibilities and education & training	Conduct regular information security awareness campaigns to strengthen employee awareness. Regularly conduct social engineering drills and arrange relevant education and training.

2. Ennoconn Information Security Policy

The Company's information security policy is to strengthen information security management in order to maintain the confidentiality, integrity, and availability of critical information systems. The Company obtained ISO/IEC 27001 Information Security Management System certification in June 2023, and completed the transition verification to the new version ISO 27001:2022 in April 2025, continuously maintaining the effectiveness of the management system. The Company has also appointed a dedicated information security officer and information security personnel, and has established multiple information security regulations and systems.

The Company adopts "Everyone Participates in Information Security, Protecting Communications for Safety" as its core concept, and sets "Zero Data Leakage" as its goal. Through the PDCA cycle model, information security control points are identified, covering organizational employees, customers, suppliers, and Shareholders, to eliminate ever-increasing information security threats (e.g., trade secret leakage, fraud, hacker intrusions, etc.). In addition, the Company has introduced Security Scorecard for corporate information risk exposure assessment, achieving a score of 98 in 2025, ranking among the top performers

and demonstrating outstanding information security defense capabilities.

The Company's information security management team regularly reports the current status of information security management and risk monitoring results to the Board Of Directors. The most recent report, "2025 Information Security Risk Management Implementation Status," was submitted to the Board Of Directors on November 13, 2025, fulfilling senior-level oversight and engagement.

3. Ennoconn Information Security Specific Management Programs

Based on key operational risks, the Company has established six core information security management domains and continuously optimizes its management programs.

Core Dimensions	Key Implementation Points
Information Security Responsibilities and Accountability	A risk management team is established by senior management to oversee policy formulation; the internal audit unit conducts regular information security audits and submits reports to the Audit Committee.
Education, Training, and Awareness	Regular awareness campaigns and social engineering drills are conducted to enhance employees' ability to identify phishing emails and fraudulent tactics.
Computer system security management	Software licensing is controlled in accordance with regulations; antivirus software and endpoint detection and response (EDR) solutions are installed on systems; logs are regularly reviewed and abnormal behaviors are tracked.
Outsourcing Operation Security	Vendors are required to sign Non-Disclosure Agreements (NDAs), with contracts explicitly specifying information security compliance requirements, access control measures, and procedures for handling breaches.
System access control	Data is regularly backed up and stored off-site; the principle of least privilege and periodic access reviews are applied; mandatory periodic password changes are enforced.
Network security management	Firewalls and Intrusion Prevention Systems (IPS) are deployed; confidential data is placed in isolated network segments; a zero-trust solution (Google BeyondCorp Enterprise, CEP) is introduced to strengthen authentication.

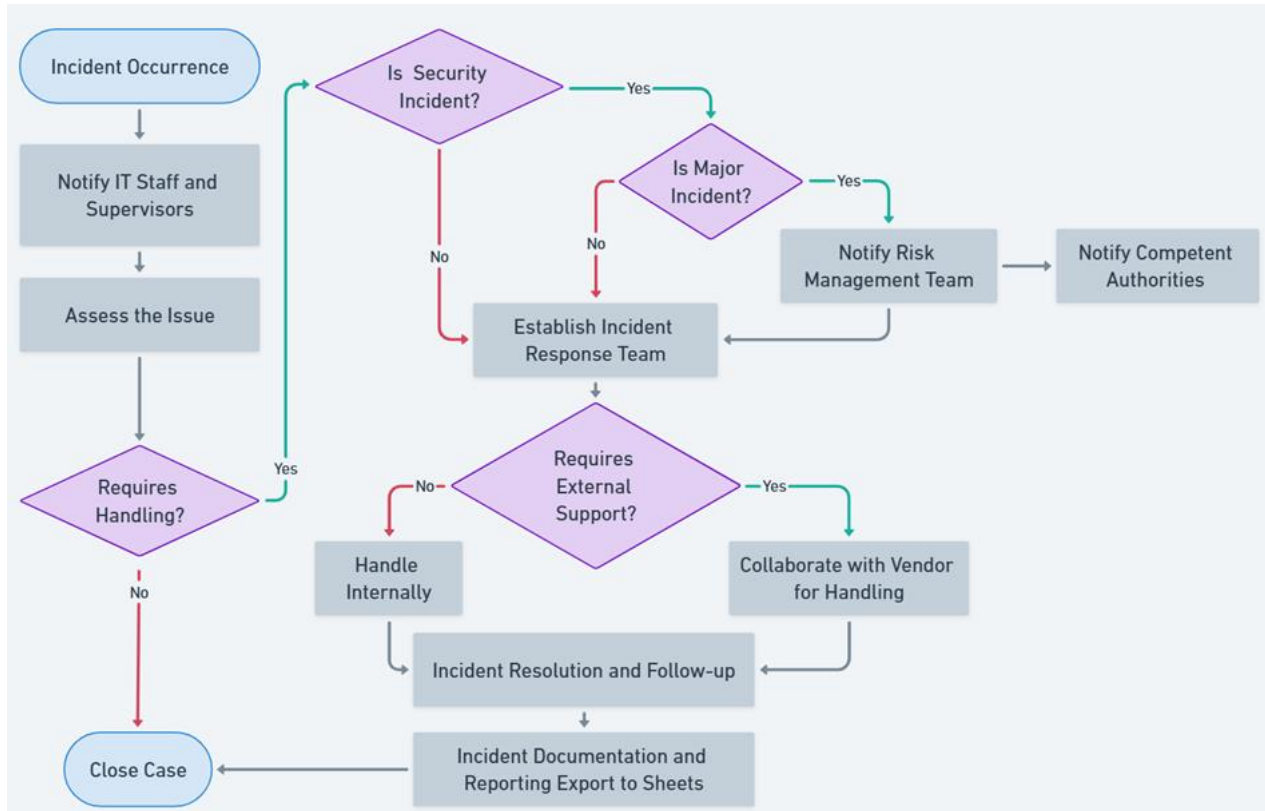
4. Ennoconn Information Security Risk Management Framework

Organizational governance and audit	A Risk Management Team has been established under the Corporate Sustainability Management Committee, responsible for formulating information security policies and implementing related operations. Implement information security audits; audit reports must be submitted to Independent Directors for review and reported to the Audit Committee.
Network security management	Clearly define network domain boundaries, place confidential data in isolated network environments, and restrict external connections. Deploy protective equipment such as firewalls and IPS (Intrusion Prevention Systems), and assign dedicated personnel to monitor system events.
Computer system security management	Strictly regulate software usage and prohibit the use of unauthorized software. All computers and servers are equipped with endpoint protection capable of automatically detecting and blocking viruses and abnormal attack behaviors, with dedicated information security monitoring personnel in place.
System access control	Adopt least privilege management, follow access rights application procedures, and conduct periodic reviews. Control external computers, BYOD devices, and removable storage media, and ensure systems are equipped with backup and recovery mechanisms.
Outsourced Operation Security Management	When entering into contracts with outsourced vendors, compliance with the Company's information security policies and legal regulations is

	required. Contracts must define the rights and obligations of both parties, data access permissions, and procedures for handling breaches.
Information security responsibilities and education & training	Conduct regular information security awareness campaigns to strengthen employee awareness. Regularly conduct social engineering drills and arrange relevant education and training.

5. Ennoconn information security incident reporting process

When a potential information security incident is detected by monitoring systems or personnel, response measures will be initiated in accordance with standard operating procedures. The IT unit handles incidents according to severity levels (Level 1 to Level 3), performing troubleshooting and risk control by isolating affected systems and disabling non-essential functions to contain the spread of threats, while also implementing critical data backups and strengthening perimeter defenses to prevent further damage. Finally, incidents are recorded in the "Information Security Incident Report" to retain documentation of the handling process and ensure traceability. Through a systematic reporting chain, management is ensured to have real-time situational awareness, minimizing the impact on business operations.



6. Resources invested by Ennoconn in information security management and 2025 annual achievements

The Company continues to invest resources in information security protection and education and training. The key achievements for the year 2025 are as follows:

- Education and training: Multiple courses were held for all employees and new hires, including "Information Security Awareness and Social Engineering Drills" (2 sessions), "Prevention of Malicious Emails" (125 participants/125 hours), "Mobile Device and Digital Application Protection" (168 participants/84 hours), and "Personal Data Protection Act" (163 participants/163 hours), comprehensively enhancing information security awareness.
- Technical defense: Vulnerability scans were conducted on 100+ internal servers and 20+ websites; the Web Application Firewall (WAF) blocked an average of approximately 400,000 attacks per month; the IPS blocked nearly 3,000 threat events.
- Response mechanism: Emergency response plans and backup mechanisms have been established, and disaster recovery drills are conducted regularly to ensure the capability for immediate response when an incident occurs.
- Defense implementation: Google SecOps SIEM platform and GTI threat intelligence sharing have been introduced to enhance intrusion prevention capabilities and incident response capabilities.

IV. Operational Overview

Target	Course Item	Training Content	2025 awareness campaign and course achievements
All Employees	Information Security Awareness and Internal Social Engineering Drills	The latest phishing techniques are communicated to colleagues via email, and irregular internal social engineering drills are conducted.	A total of 2 information security awareness emails were sent, and 2 social engineering drills were conducted.
	Education and training on prevention of malicious email social engineering	Explains social engineering attack techniques, shares case studies, and outlines protective measures to remind employees to identify the latest fraud methods.	The course duration was 1 hour, with a total of 125 employees participating, resulting in a total training hours of 125 hours.
	Mobile device and digital application protection	Explains the security regulations for accessing company data via mobile devices, including content on password security and data transmission security.	The course duration was 0.5 hours, with a total of 168 employees participating, resulting in a total training hours of 84 hours.
	Integrity Principles and Anti-Corruption Course_Personal Data Protection Act	Promotes the guidelines for personal data processing, stipulating that data must not be used beyond the purpose of collection, and that confidentiality obligations must be fulfilled.	The course duration was 1 hour, with a total of 163 employees participating, resulting in a total training hours of 163 hours, with a participation rate of 80%.
New Employees	Information Security Training	Explains information security policies and common threats, ISO 27001, and password principles, and requires signing the "Integrity and Intellectual Property Rights Agreement" to strengthen awareness of information protection and compliance obligations.	A total of 1 training session was conducted, with 35 participants, totaling 8.75 hours.

- (2) **Specify the losses, potential impacts, and countermeasures suffered due to major cybersecurity incidents in the most recent year and up to the publication date of this annual report. If a reasonable estimate cannot be made, the fact that a reasonable estimate cannot be made should be stated:**

In 2025, the Company did not experience any major information security incidents or personal data breach events.

Despite facing external automated scanning and sporadic cyberattacks, the IT Department has initiated in-depth investigations and implemented targeted response measures (including network scanning, phishing email interception, and supplier risk response, among others). All information security incidents were handled at the initial stage and did not cause any material impact or loss to the Company. The Company will continue to invest resources in the future and enhance information security technologies and improve information security protection systems to address emerging threats.

7. Important contracts:

Nature of Contract	Party	Contract Commencement Date	Major Contents	Restrictions
Contract for work	Hon Hai Precision Industry Co., Ltd.	From 2007.04.01 until one party terminates the contract accordingly	Outsourced processing	None
Sales contract	Company A	From 2009.11.24 until one party terminates the contract accordingly	Purchase and sale of products	None
Sales contract	Company E	1 year from January 1, 2013 (initial period), automatically renewed for 1 year upon expiration	Purchase and sale of products	None

Note: As the Company and its subsidiaries have signed confidentiality agreements with customers, the names of the parties are represented by codes.

V. Review and Analysis of Financial Standing, Financial Performance, and Risks Management

1. Financial Position

(1) International Financial Reporting Standards - Consolidated Financial Statements

Unit: NT\$ thousand

Item	Year	December 31, 2024	December 31, 2025	Difference	
				Amount	%
Current assets		96,966,298	107,446,324	10,480,026	10.81
Property, plant, and equipment		11,475,376	13,136,033	1,660,657	14.47
Intangible assets		23,849,522	25,052,105	1,202,583	5.04
Other assets		14,717,847	19,531,016	4,813,169	32.70
Total assets		147,009,043	165,165,478	18,156,435	12.35
Current liabilities		66,430,037	82,730,664	16,300,627	24.54
Non-current liabilities		26,313,536	18,245,277	(8,068,259)	(30.66)
Total liabilities		92,743,573	100,975,941	8,232,368	8.88
Common share capital		1,375,372	1,458,864	83,492	6.07
Capital surplus		15,663,929	17,161,079	1,497,150	9.56
Retained earnings		7,838,773	9,425,674	1,586,901	20.24
Other equity		(607,389)	(320,076)	287,313	(47.30)
Non-controlling interests		29,994,785	36,463,996	6,469,211	21.57
Total shareholders' equity		54,265,470	64,189,537	9,924,067	18.29
<p>Analysis of changes in percentage and the impact and the future response measures (description will be given only if the increase/decrease in ratio reaches 20% or exceeds NT\$10 million):</p> <ol style="list-style-type: none"> Increase in other assets: Due to the disposal of the computer module business, resulting in an increase in other receivables. Increase in current liabilities: Due to the reclassification of certain long-term borrowings and bonds payable to current liabilities as they become due within one year, as well as an increase in contract liabilities. Decrease in non-current liabilities: Due to the reclassification of certain long-term borrowings and bonds payable to current liabilities as they are due within one year. Increase in retained earnings and non-controlling interests: Due to the increase in net income for the period. Increase in other equity: This is due to the impact of fluctuations in the USD and Euro exchange rates during this period. 					

V. Review and Analysis of the Company's Financial Position, Performance and Risks
(2) International Financial Reporting Standards - Parent Company Only Financial Statements

Unit: NT\$ thousand

Item	Year	December 31, 2024	December 31, 2025	Difference	
				Amount	%
Current assets		3,658,069	4,182,546	524,477	14.34
Investments accounted for using equity method		28,442,352	31,102,508	2,660,156	9.35
Property, plant, and equipment		489,130	484,138	(4,992)	(1.02)
Intangible assets		39,272	44,845	5,573	14.19
Other assets		237,471	180,759	(56,712)	(23.88)
Total assets		32,866,294	35,994,796	3,128,502	9.52
Current liabilities		4,166,322	8,261,874	4,095,552	98.3
Non-current liabilities		4,429,287	7,381	(4,421,906)	(99.83)
Total liabilities		8,595,609	8,269,255	(326,354)	(3.8)
Common share capital		1,375,372	1,458,864	83,492	6.07
Capital surplus		15,663,929	17,161,079	1,497,150	9.56
Retained earnings		7,838,773	9,425,674	1,586,901	20.24
Other equity		(607,389)	(320,076)	287,313	(47.3)
Total shareholders' equity		24,270,685	27,725,541	3,454,856	14.23

Analysis of percentage changes, their impact, and future response plans (for items with changes exceeding 20% between periods and amounts over NT\$10 million):

1. Decrease in other assets: Due to subsidiaries repaying funds lent to the Company during the current period, resulting in a decrease in other receivables.
2. Increase in current liabilities and decrease in non-current liabilities: Due to corporate bonds payable maturing within one year being reclassified to current liabilities.
3. Increase in retained earnings and non-controlling interests: Due to the increase in net income for the period.

V. Review and Analysis of the Company's Financial Position, Performance and Risks

2. Financial Performance:

(1) Comparative Analysis of Financial Performance

1. International Financial Reporting Standards - Consolidated Financial Statements

Unit: NT\$ thousand

Item \ Year	2024	2025	Increase (Decrease) Amount	Change in Percentage (%)
Operating net revenue	146,383,720	142,289,669	(4,094,051)	(2.80)
Operating costs	117,551,890	113,111,179	(4,440,711)	(3.78)
Gross profit	28,831,830	29,178,490	346,660	1.2
Operating expenses	22,201,982	23,508,055	1,306,073	5.88
Operating profit	6,629,848	5,670,435	(959,413)	(14.47)
Total non-operating income and expenses	1,003,331	4,237,708	3,234,377	322.36
Earnings before tax	7,633,179	9,908,143	2,274,964	29.8
Income tax expenses	1,609,821	1,514,420	(95,401)	(5.93)
Net profit for the period	6,131,781	8,464,015	2,332,234	38.04
Other comprehensive income	597,641	1,181,063	583,422	97.62
Total comprehensive income (loss) for the period	6,729,422	9,645,078	2,915,656	43.33
<p>Analysis of changes in percentage (for the change of more than 20% between the previous and current periods, and the amount of change amounted to NT\$10 million):</p> <ol style="list-style-type: none"> Increase in non-operating income and expenses, earnings before tax, net income for the period, and total comprehensive income for the period: Due to an increase in gains from disposal of subsidiaries and gains from financial asset valuation. Increase in other comprehensive income: Due to an increase in unrealized valuation gains and losses on equity instrument investments measured at fair value through other comprehensive income during the current period. 				

V. Review and Analysis of the Company's Financial Position, Performance and Risks
2. International Financial Reporting Standards - Parent Company Only Financial Statements

Unit: NT\$ thousand

Item \ Year	2024	2025	Increase (Decrease) Amount	Change in Percentage (%)
Operating net revenue	5,334,540	8,522,399	3,187,859	59.76
Operating costs	4,215,695	7,017,937	2,802,242	66.47
Gross profit	1,118,845	1,504,462	385,617	34.47
Operating expenses	572,995	802,060	229,065	39.98
Operating profit	579,515	718,303	138,788	23.95
Total non-operating income and expenses	2,419,809	2,752,722	332,913	13.76
Earnings before tax	2,999,324	3,471,025	471,701	15.73
Income tax expenses	259,549	257,711	(1,838)	(0.71)
Net profit for the period	2,739,775	3,213,314	473,539	17.28
Other comprehensive income	410,730	338,885	(71,845)	(17.49)
Total comprehensive income (loss) for the period	3,150,505	3,552,199	401,694	12.75
Analysis of changes in percentage (for the change of more than 20% between the previous and current periods, and the amount of change amounted to NT\$10 million)				
1. Increase in operating revenue, cost of goods sold, gross profit, and operating income: Due to an increase in orders during the current period, resulting in higher sales and costs.				
2. Increase in operating expenses: Due to an increase in salary expenses during the current period.				

(2) The expected sales and its basis, and possible impacts on the Company's future financial operations and response plans for the upcoming year:

The Company has not disclosed financial forecasts and therefore does not intend to disclose the possible impact of expected sales volumes on the Company's future financial and business operations or the corresponding response plans.

V. Review and Analysis of the Company's Financial Position, Performance and Risks

3. Cash Flows:

(1) Analysis of Changes in Consolidated Annual Cash Flow for the Most Recent Year:

Item \ Year	2024	2025	Increase (Decrease) of Ratio (%)
Cash flow ratio (%)	21.23	13.80	-34.97%
Cash flow adequacy ratio (%)	65.45	68.45	4.58%
Cash flow reinvestment ratio (%)	21.59	15.60	-27.74%

Analysis of changes in cash flow:

The decline in cash flow ratio and cash reinvestment ratio is attributable to a decrease in the Company's operating activities in fiscal year 2025. Due to rising revenue requiring advance procurement of materials and repayment of borrowings, the cash inflows from operating activities decreased compared to fiscal year 2024.

(2) Improvement plan for liquidity insufficiency: No cash shortage.

(3) Cash Liquidity Analysis for the Upcoming Year (Individual)

Unit: NT\$ thousand

Beginning Cash Balance (Note)	Expected Annual Net Cash Flow from Operating Activities	Estimated Annual Net Cash Flow from Investing and Financing Activities	Ending Cash Balance (Shortage)	Remedial Measures for Cash Inadequacy	
				Investment Plan	Financial Plan
875,635	221,815	(632,174)	465,276	N/A	

1. Analysis of changes in cash flows in the coming year:

(1) Operating activities: Increases in revenue and profits contribute net cash inflow from operating activities.

(2) Investing activities: The collection of dividends leads to net cash inflow from investing activities.

(3) Financing activities: Primarily the distribution of cash dividends and repayment of bank loans, resulting in cash outflows from financing activities.

2. Remedial measures for projected cash shortage and liquidity analysis: Not applicable.

Note: Cash at the beginning of the period include cash and cash equivalents, bond investments with no active market - current bank time deposits

4. Effect Upon Financial Operations of Any Major Capital Expenditures During the Most Recent Fiscal Year

There were no major capital expenditures in 2025.

5. Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for the Upcoming Year

(1) Reinvestment Policy for the Most Recent Fiscal Year

The Company has established "Procedures for Acquisition or Disposal of Assets" in accordance with the "Regulations Governing the Acquisition and Disposal of Assets by Public Companies" prescribed by the competent authority, which serves as the basis for the Company's reinvestment activities to monitor relevant business and financial conditions. In addition, to enhance supervision and management of invested companies, the Company has established "Subsidiary Monitoring and Management Regulations" within its internal control system, which stipulates relevant regulations for their information disclosure, finance, business, inventory, and financial management. The Company also regularly conducts audit operations and establishes relevant operational risk mechanisms to maximize the effectiveness of the Company's reinvestment activities.

(2) Main Reasons for Profits/Losses of Reinvestment for the Most Recent Fiscal Year and the Improvement Plan:

The Company's investment income accounted for using the equity method in 2025 was NT\$2,880,487 thousand (to be updated). This was mainly due to the good operating conditions of companies invested in by the Company and the benefits of strategic cooperation.

(3) Investment Plans for the Upcoming Year

The Company will carefully evaluate the investment plans from the perspective of long-term strategies to respond to future market demand and strengthen its competitiveness.

6. Risk

(1) Risk Factors

1. The impact of interest, exchange rate changes, and inflation on the Company's profits (losses) and future countermeasures.

(1) Interest rate: If interest rates increase/decrease by 1%, with all other variables held constant, the earnings before tax of the Company and its subsidiaries for fiscal years 2025 and 2024 would increase or decrease by NT\$269,479 thousand and NT\$274,308 thousand, respectively, primarily due to the variable-rate borrowings of the Company and its subsidiaries.

The Company has sufficient funds, and makes capital planning based on the stable and conservative principles. Changes in interest rates have no a significant impact on the losses of the Company and its subsidiaries, so their impact is limited. However, the Company and its subsidiaries still take relevant measures in response to changes in market interest rates. For example, the financial department keeps up-to-date with the latest information on interest rate changes and maintains close contact with

V. Review and Analysis of the Company's Financial Position, Performance and Risks
banks to obtain more favorable borrowing rates, and thus the impact of interest rate changes on the Company and its subsidiaries is minimized.

(2) Exchange rate: The Company's and its subsidiaries' transactions for purchases and sales are mainly denominated in US dollars, so the Company is exposed to the risk of exchange rate fluctuations. The Company operates on the principle of natural hedging, which means balancing the effects of exchange rate fluctuations by offsetting receivables and payables to reduce foreign exchange risk. The Company and its subsidiaries have designated personnel who closely monitor exchange rate information and changes in the international economic situation at all times, carefully assessing exchange rate trends. The Company will appropriately utilize foreign currency short-term borrowing, cross-currency swaps, and forward exchange contracts as tools for foreign exchange hedging; however, these instruments cannot completely eliminate the impact caused by exchange rate fluctuations.

(3) Inflation: The Company and its subsidiaries always keep abreast of global political and economic changes and market price fluctuations, maintain good interaction with suppliers and customers, and adjust procurement and sales strategies in a timely manner. Therefore, the Company and its subsidiaries should be able to cope with the impact of future changes in the economic situation, such as inflation, and the operations should not be subject to major threats.

2. The Company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsement guarantees, and derivatives transactions, the main reasons for the profits/losses generated thereby; and future countermeasures

(1) The Company and its subsidiaries are not engaged in high-risk and highly leveraged investments.

(2) The Company's and its subsidiaries' engagement in loans to other parties, endorsements guarantees, and derivatives transactions are handled in accordance with the procedures adopted by the Board of Directors and the shareholders' meeting.

3. Future R&D plans and expected expenditures

Research and development is an important foundation for the Company and its subsidiaries. In addition to continuing to cultivate the existing POS system market and ATM equipment market, the Company and its subsidiaries also continue to invest a portion of resources in other markets, such as industrial control, network communication security, healthcare, smart manufacturing, and smart home. Besides continuing to cultivate the existing POS system market and ATM market equipment, the Company and its subsidiaries also continue to invest part of the resources in other markets, such as industrial control, fleet management, network communication security, medical care, smart home, etc.

V. Review and Analysis of the Company's Financial Position, Performance and Risks
Technology-related directions include wireless transmission (including 5G, GPS, WiFi, Bluetooth, etc.), handheld mobile devices, and RTOS dedicated machines based on RISC or MCU. Although hardware development has achieved the advantage of sharing benefits in the market with a high degree of division of labor in the past, it has resulted in a lack of product differentiation. In order to succeed in a competitive environment, research and development will move toward more fundamental and specialized fields, such as the hardware-software integration of 5G, AI, IoT, and image computing, to build higher competitive barriers.

4. Effect on the Company's financial operations of important policies and changes in the legal environment at home and abroad, and countermeasures

The management and operation of the Company and its subsidiaries abide by the relevant laws and regulations at home and abroad. The relevant units can always pay attention to important policies and legal changes and cooperate with the adjustment of the Company's internal system and business activities to ensure smooth operation of the Company. Therefore, the Company and its subsidiaries can immediately grasp and effectively respond to important policies and changes in the legal environment at home and abroad.

5. Effect on the Company's financial operations in technology change and industrial change, and countermeasures

The Company and its subsidiaries have years of hard work in the industry and continue to invest many resources in the R&D of new technologies, so we have a place in the industry's design capabilities. Moreover, the management team of the Company and its subsidiaries keep an eye on the arteries of future technology, appropriately adjust the Company's business strategy and expand the new business to effectively control the impact of the overall economic environment and industrial changes on the financial operations of the Company and its subsidiaries.

6. Effect on the Company's crisis management of changes in the Company's corporate image and countermeasures

In the development process, the Company and its subsidiaries attach great importance to the social responsibilities of enterprises and actively participate in various public welfare activities to establish a good corporate image. Also, the spokesperson mechanism is implemented. The suggestions made by people from all walks of life and shareholders are handled by dedicated personnel to maintain the reputation and image of the Company and its subsidiaries.

V. Review and Analysis of the Company's Financial Position, Performance and Risks
7. Expected benefits and possible risks associated with any M&A and countermeasures

As geopolitics has become one of the key factors influencing customer considerations, Southeast Asia has become the preferred overseas base. In fiscal year 2024, the Group established a subsidiary in Singapore, Ennoconn Solutions Singapore Pte. Ltd. (hereinafter referred to as "ESS"), to facilitate business operations in the Southeast Asian region. In fiscal year 2025, the Group made additional capital contributions to ESS, which took on orders related to a major US customer N. Currently, ESS has been positioned as the second operational headquarters of the Ennoconn Group, responsible for multi-country operations, project advancement, and strategic investment matters within the Asia-Pacific region, serving as a key hub for the Group's future revenue growth and global deployment. Furthermore, in order to support the operational development of an important US customer, ESS acquired Vecow Japan, which was renamed Ennoconn Japan Co., Ltd. as a subsidiary, taking on the hardware business opportunities of that customer in Japan.

In October 2025, the Company participated in the subscription of private placement ordinary shares and private placement unsecured convertible corporate bonds of Huanding-KY through Ennoconn International. Huanding-KY has been actively entering the customized battery module and energy storage application fields in recent years. Its battery module products are applied in diverse fields such as BBU (Battery Backup Units), drones, and low-orbit satellites, while simultaneously advancing into the front-of-meter and behind-the-meter energy storage markets and ESCO energy management solutions. Through the integration of resources between both parties, the Company will be able to achieve its energy conservation and carbon reduction targets ahead of schedule, and promote the Group's energy transformation and sustainable development, in order to realize the shared responsibility of enterprises across all nations in protecting the Earth and maximizing the environmental benefits of green energy.

Since the Ennoconn Group first invested in Kontron in 2016, it has acquired a 29.31% stake as of February 24, 2026. Kontron is a subsidiary included in Ennoconn's consolidated financial statements and is positioned upstream in industries such as Edge Computing, smart transportation, smart cities, and smart healthcare in Europe. Its future performance is expected to continue to grow steadily. Therefore, the Group appropriately increased its shareholding this year to generate greater profits for the Company.

The above equity transactions are all in compliance with relevant laws and regulations and the "Procedures for Obtaining or Disposing Assets" and other relevant provisions of the Company. The Company and its subsidiaries also handle the equity transactions in accordance with the relevant provisions of internal control to reduce the possible negative effects of the equity transactions.

V. Review and Analysis of the Company's Financial Position, Performance and Risks

8. Expected benefits and possible risks associated with any plant expansion, and countermeasures:

The Company decided to purchase a factory office building in 2014 by the resolution of the Board of Directors and completed the transfer and relocation in January 2015. It is expected to improve overall management efficiency, strengthen communication between various departments, and achieve vertical and horizontal integration benefits. For the expected benefits, please refer to the description in Chapter 3, I, (3), 2, (2) of the Company's 2016 Prospectus of cash capital increase through the issuance of new shares and the second domestic unsecured convertible bonds. As of the publication date of the annual report, there are no other plant expansion plans.

9. Risks associated with the concentration of purchases or sales, and countermeasures

(1) Purchases: The production of the Company and its subsidiaries are mainly carried out in the outsourcing model. The source of its raw materials, other than some self-procurement, is also provided by the foundry in the form of OEM. Therefore, the purchase of the processing plant is relatively concentrated. Nevertheless, industrial products attach great importance to product stability and durability, so their processing technology is more rigorous than general consumer electronic products. Cooperative manufacturers must possess a certain professional level before the Company and customers can approve them. Thus, the selection of processing plants requires careful consideration. Yet, in addition to the ongoing cooperation with existing processing plants, the Company has actively sought and evaluated the possibility of cooperation with other foundries to diversify the risk of concentrated purchases. In addition, the Company and its subsidiaries maintain good cooperative relationships with domestic and foreign suppliers on a regular basis. The Company also assigns dedicated personnel to periodically evaluate suppliers and conduct regular price inquiries for key materials, in order to ensure the stability of supply quality and to ensure that there are no concerns regarding supply shortages.

(2) Sales: The business model of the Company and subsidiaries is ODM-oriented, and its excellent R&D and design capabilities can quickly provide customized products that meet customer needs. Therefore, the main sales targets of the Company and its subsidiaries are mostly international manufacturers, which are distributed in Europe, America, Asia, and other places around the world. In addition to stabilizing the existing source of customers, the Company and its subsidiaries also actively expand new customer sources to diversify the risks of concentrated sales.

V. Review and Analysis of the Company's Financial Position, Performance and Risks

In recent years, Ennoconn has focused on operating its own product brands, providing global research and development and manufacturing, integrated supply chain and logistics services, brand building, and the establishment of complete distribution channels, which has brought significant competitive advantages. Leveraging sales and service locations in 73 countries, the Company provides localized support and dedicated customer service.

10. Impact, risks, and response measures regarding the large-scale transfer or replacement of shareholdings by directors, supervisors, or major shareholders holding more than ten percent of the shares: During the most recent fiscal year and up to the date of printing of the annual report, there have been no instances of large-scale transfer or replacement of shareholdings by the Company's directors, supervisors, or major shareholders holding more than ten percent of the shares.

11. Impact and risks to the Company associated with any change in management control, and countermeasures:

As of the publication date of this annual report, the Company has no change in management control.

12. Litigious and non-litigious matters

(1) Litigation, non-litigation, or administrative disputes that have been finalized by court decisions or are still pending in the past two years and up to the printing date of the annual report, which may have a significant impact on shareholders' equity or securities prices, should be disclosed, including the disputed facts, amount in dispute, litigation start date, main parties involved, and current status: None.

(2) If there has been any material impact upon shareholders' equity or prices for the company's securities as a result of any major litigation, non-litigious proceeding, or administrative dispute involving a company director, supervisor, general manager, de facto responsible person, major shareholder and subordinate company with a stake of more than 10% and the matter was finalized or remained pending during the most recent two fiscal years or during the current fiscal year up to the publication date of this annual report: None.

(3) If there has been any occurrence of any event set forth under Article 157 of the Securities and Exchange Act that involves a company director, supervisor, its general manager, or any major shareholder with a stake of more than 10%, provided the event occurred in the most recent two fiscal years or during the current fiscal year up to the publication date of this annual, which shall also note how the company is currently handling the matter: None.

13. Other important risks and countermeasures: None.

7. Other Important Matters: None.

VI. Special Disclosure

1. Relevant Information on the Company's Affiliates

(1) Consolidated Business Report of Affiliates

1. Organizational Chart of Affiliates (December 31, 2025): Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports.
2. Basic Information of Affiliated: Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports.
3. Industries Covered by the Overall Affiliated Companies' Business Operations:
The industries covered by the business operations of the company and its affiliated companies include electronics, computers, manufacturing, trading, investment, etc.
4. Information on Shareholders Presumed to Have a Controlling and Subordinate Relationship: None.
5. Information on Directors, Supervisors, and Presidents of Each Affiliated Enterprise: Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports.

(2) Affiliated Companies Operating Overview: Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports.

(3) Consolidated Financial Statements of Affiliated Enterprises: Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports.

(4) Affiliation Report: Declaration of Consolidated Financial Statements of Affiliated Enterprises, please refer to the Market Observation Post System/E-books/Related Party Transaction Reports.

2. Privately Placed of Securities in the Most Recent Year and up to the Publication Date of This Annual Report : None.

3. Other Supplemental Information: None.

VII. Matters Having Significant Impact on Shareholders' Interest or Price of Securities as Specified in Subparagraph 3, Paragraph 3, Article 36 of Securities and Exchange Act in the Most Recent Year and Up To the Publication Date of This Annual Report: None.

Ennoconn Corporation

Chairman, Chu, Fu-Chuan

March 31, 2026

