

2025

ALL IN HOUSE X AI

Annual Report 2025

Date: March 29, 2026



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- VI. Name of trading site for listed transactions of overseas securities: Not applicable
- VII. Company's website: <https://www.chpt.com>

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Chapter One

Letter to the Shareholders

Dear Shareholders,

I. 2025 Business Report:

(I) Results of the business plan

Business results

In the year 2025, the global landscape was marked by heightened complexity and volatility. While the semiconductor industry continued to benefit from the sustained advancement and widespread adoption of artificial intelligence (AI) technologies—thereby generating robust growth momentum—escalating geopolitical tensions, including U.S. tariff policies, the intensifying U.S.–China technology rivalry, and armed conflicts arising from regional disputes, contributed to significant uncertainty in the global economy. These developments compelled enterprises to confront structural realignments of global supply chains and posed critical tests to corporate resilience and adaptive capacity. Against this backdrop, CHPT leveraged its distinctive and highly integrated “All-In-House X AI” operational strategy to advance intelligent process optimization and substantially enhance manufacturing efficiency. Concurrently, the Company continued to invest in advanced technology development and deliver state-of-the-art testing interface solutions that effectively address evolving customer requirements. As a result, in 2025, both operating revenue and after-tax net income reached record highs, reflecting outstanding operational performance.

Corporate development

Amid AI-driven industry expansion, CHPT has continued to develop a comprehensive portfolio of wafer probe cards, IC substrates, and related products. In response to growing customer testing demands and in alignment with the Company’s long-term strategic development plan, construction of a third manufacturing facility has been initiated. Groundbreaking is scheduled for the first half of 2026, with commercial operations targeted for commencement in 2028. The new facility is expected to significantly expand the Company’s production capacity and operational footprint, support future growth, and attract additional high-caliber talent. Furthermore, it will contribute advanced industrial technologies to the Taoyuan region and create substantial employment opportunities.

Honors and Awards

CHPT focuses on semiconductor testing interface solutions and possesses critical technologies and strong international competitiveness in niche markets. According to 2025 data published by Yole Group, the Company ranked 15th globally among semiconductor probe card suppliers, 9th globally in semiconductor MEMS probe cards, and 5th globally in semiconductor

Device Interface Boards. In addition, the Company has received wide recognition for its ESG and Sustainable Development, including a Top 5% (Highest Tier) distinction in the Corporate Governance Evaluation, the “Outstanding Performance in Green Procurement by Private Enterprises and Organizations” award conferred by the Taoyuan City Government, and the 2025 “Happy Enterprise” Gold Award presented by 1111 Job Bank.

(II) Revenues, expenses, and profitability analysis

CHPT adheres to a prudent financial strategy, maintaining a strong focus on its core business operations, pursuing revenue growth and profitability enhancement, while exercising disciplined operational risk management. In 2025, operating revenue reached NT\$4.806 billion, representing a 33.3% year-over-year increase. Gross profit margin rose to 56%, and earnings per share (EPS) increased to NT\$30.41, marking a 95.6% growth compared to NT\$15.55 in the previous year. The Company’s remarkable revenue and profitability performance further solidified its leadership position in the semiconductor testing interface industry.

Unit: NTD thousands

Item	2025	2024
Net revenues	4,806,013	3,604,674
Gross profit	2,668,125	1,926,883
Income from operations	1,190,480	488,851
Net income	986,391	484,871
Net income attributable to shareholders of the parent	997,181	509,712
EPS (\$)	30.41	15.55

(III) Research and development

“Research and Development” constitutes the DNA of CHPT. The Company will continue to advance the research, development, and management of forward-looking testing interface technologies to further strengthen its core competitive advantages. The major technologies, products, and equipment successfully developed in 2025 are as follows:

1. Development of PCIe Gen7 High-Speed Probe Cards
2. PH Heat Dissipation Technology for Mass Production
3. Smart Design System for Mixed Needles (probes) and PH Heat Dissipation Probe Cards
4. Research and Development of PAM4 224 Gbps
5. Development of u-bump and Fine-Pitch Probe Technologies
6. Fine Pitch Circuit Substrate Development (Pitch = 35um, L/S = 10/10um)
7. Low-Loss Test Substrate Development
8. PCB Fine Pitch Development
9. Probe Card FCT Measurement Equipment Development
10. Development of Ultra-High-Speed Probe Technologies
11. Development of Tri-Temperature Testing Equipment for Probe Card

II. 2026 Business plans

(I)Operational guidelines

Looking ahead to 2026, numerous applications including artificial intelligence (AI), AR/VR, high-performance computing (HPC), 5G, Internet of Things (IoT), and automotive will depend on advancements in semiconductor technology to fuel further innovation. With the ongoing trend toward chip miniaturization and heterogeneous integration, the demand for wafer testing is expected to rise. CHPT has matured and commenced mass production of a newly developed mixed needles (probes) design with a conductive board for probe head heat dissipation technology, aiming to enhance the Company's product competitiveness and contribute to revenue growth.

The Company operates in diverse markets such as AP, HPC, AI, GPU, CPU, RF, ASIC, and automotive, also expanding into other chip testing fields to diversify risks and strengthen the Company's order foundation. The full implementation of the AI-driven probe head development system enables in-house probe cards to deliver fast and stable product quality, enhancing the competitiveness of CHPT in various probe card domains.

The Company upholds operational plans of "technology leadership, customer satisfaction, profit creation, and employee care," maintaining a prominent position in the semiconductor test interface services industry, effectively understanding the demands of new generation products, and proactively investing in research and development resources to secure competitive advantage. CHPT adheres to "long-term, stable, development, innovation, and international" operational plans to generate greater shareholder value.

(II)Key production and marketing strategies

1. Increase the number of new product testing demand from existing customers and focus on the development of potential new customers.
2. Closely monitor international market trends and customers' future needs, and flexibly adjusted production capacity allocations.
3. Strengthen global technical marketing capabilities and strive to promote proprietary technology.
4. Enhance and complete the probe portfolio required across various testing interface product segments, and become a comprehensive probe card supplier.
5. Enhance international distribution channels to drive the growth of the semiconductor test interface market.

III. The Company's future strategies; impacts from the competitive environment, regulatory environment, and the overall business environment

In the face of continuous technological innovation in the industry, evolving geopolitical dynamics, and the impacts of climate change, CHPT will remain committed to advancing technological research and development, pursuing excellence in manufacturing quality, and strengthening operational management to sustain its corporate competitiveness. At the same time, the Company will enhance its responsiveness to the external competitive environment, the sustainable development environment, and the overall macroeconomic operating context, with a strong emphasis on the implementation of ESG aspects such as corporate governance and Corporate Social Responsibility. Looking ahead, the Company will continue to broaden the coverage of its product portfolios, reinforce its R&D capabilities, and elevate service quality to further strengthen its competitive advantages and technological capacity. By partnering closely with customers to achieve mutual success, the Company aims to maintain its industry-leading position while creating enhanced shareholder value. We sincerely appreciate the dedication and tireless efforts of all employees, as well as the longstanding support and trust of our shareholders. The Company will continue to strategically position itself for future growth, create value for customers and society, and share operational achievements with shareholders and employees.

Chairman: Wei-Kuo Hong

President: Shui-Ke Huang

Chapter Two

Corporate Governance Report

I. Background information of Directors, the President, Vice Presidents, and heads of departments and branch offices:

(I) Directors' background

1. Name and career (academic) background of the director, and the types and number of shares held

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Title	Nationality or place of registration	Name	Gender / Age	Date elected/appointed Date	Term (years)	Date first elected Date	Shareholding when elected		Current shareholding		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent positions in other companies	Spouse or relatives of the second degree or closer acting as directors or managers			Remarks
							Shares held	Percentage of shareholding (%)	Shares held	Percentage of shareholding (%)	Shares held	Percentage of shareholding (%)	Shares held	Percentage of shareholding (%)			Title	Name	Relationship	
Director	ROC	Chunghwa Investment Co., Ltd.	-	6/7/2023	3	8/26/2005	11,229,884	34.25	11,062,884	33.74	-	-	-	-	-	-	-	-	-	-
Chairman	ROC	Representative of Chunghwa Investment Co., Ltd.: Wei-Kuo Hong	Male / 61~70	6/7/2023	3	9/1/2012 12/31/2025 (Note1)	-	-	-	-	-	-	-	-	Academic background: Ph. D., Industrial Engineering and Engineering Management, National Tsing Hua University Career background: Chunghwa Telecom Co., Ltd. - Senior Executive Vice President (Administrative) Chunghwa Telecom Co., Ltd. - Telecommunication Training Institute President	The Company: Chairman Other companies: None	None	None	None	-
Director	ROC	Representative of Chunghwa Investment Co., Ltd.: Jung-Kuei Chen	Male / 61~70	6/7/2023	3	6/7/2023	-	-	-	-	-	-	-	-	Academic background: Ph.D., Electrical Engineering, National Taiwan University Career background: Chunghwa Telecom Co., Ltd. - Information Technology Business Office President Chunghwa Telecom Co., Ltd. - Telecommunication Laboratories Vice President Chunghwa Telecom Co., Ltd. - International Business Office Managing Director of Corporate Planning Department	The Company: None Other companies: Chunghwa Telecom Co., Ltd. - Adviser and Vice President and Chief Information Security Officer CHT Security Co., Ltd. - Director	None	None	None	-

Title	Nationality or place of registration	Name	Gender / Age	Date elected/appointed Date	Term (years)	Date first elected Date	Shareholding when elected		Current shareholding		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent positions in other companies	Spouse or relatives of the second degree or closer acting as directors or managers			Remarks
							Shares held	Percentage of shareholding (%)	Shares held	Percentage of shareholding (%)	Shares held	Percentage of shareholding (%)	Shares held	Percentage of shareholding (%)			Title	Name	Relationship	
Director	ROC	Shui-Ke Huang	Male / 61~70	6/7/2023	3	11/30/2005	861,594	2.63	431,594	1.32	255,000	0.78	-	-	Academic background: Master of Informatics, Yuan Ze University Career background: Chunghwa Precision Test Tech. Co., Ltd. - Vice President Chunghwa Telecom Co., Ltd. - Product Manager of Telecommunication Laboratories	The Company: President Other companies: CHPT US - Chairman CHPT JP - Director CHPT International - Chairman Representative of Shanghai Taihua Suzhou Precision Test Technology Co., Ltd. - Chairman and President TestPro Investment Co., Ltd. - Chairman NavCore Tech. Co., Ltd. - Chairman	None	None	None	-
Director	ROC	Hsiang Fa Co.	-	6/7/2023	3	5/6/2015	351,000	1.07	176,000	0.54	-	-	-	-	-	-	-	-	-	-
Director	ROC	Representative of Hsiang Fa Co.: Wei-Ning Shen	Male / 41~50	12/29/2023	3	12/29/2023	-	-	-	-	-	-	-	-	Academic background: Master of Electrical Engineering, University of Southern California, USA Career background: MediaTek Capital Co. - Investment manager MediaTek Inc. - Deputy Director	The Company: None Other companies: MediaTek Inc. - Advisory Zilltek Technology Corp. - Director MIF Management Limited - Representative AaltoSemi (Nanjing) Technology Inc. - Supervisor	None	None	None	-
Independent Director	ROC	Chung-Fern Wu	Female / 61~70	6/7/2023	3	6/8/2017	-	-	-	-	-	-	-	-	Academic background: Ph.D in Accounting and Information Management, UCLA Career background: NTU College of Management - Professor of Accounting Financial Supervisory Commission - Commissioner (Political Appointee)	The Company: None Other companies: NTU College of Management - Adjunct Professor of Accounting GlobalWafers Co., Ltd. - Independent Director Kinpo Electronics, Inc. - Independent Director International Integrated Systems, Inc. - Independent Director	None	None	None	-
Independent Director	ROC	Huang-Chuan Chiu	Male / 61~70	6/7/2023	3	6/8/2017	-	-	-	-	-	-	-	-	Academic background: Master of Law, University of Cambridge Career background: Huang & Partners - Attorney Baker & McKenzie - Attorney Taiwan Commercial Law Offices - Partner Attorney	The Company: None Other companies: Kew & Lord, Attorneys at Law - Partner Ju-Kao Engineering Co., Ltd. - Director Taiwan High Speed Rail Corporation - Independent Director LungTeh Shipbuilding Co., Ltd. - Independent Director YangMing Marine Transport Corp. - Independent Director	None	None	None	-

Title	Nationality or place of registration	Name	Gender / Age	Date elected/appointed Date	Term (years)	Date first elected Date	Shareholding when elected		Current shareholding		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent positions in other companies	Spouse or relatives of the second degree or closer acting as directors or managers			Remarks
							Shares held	Percentage of shareholding (%)	Shares held	Percentage of shareholding (%)	Shares held	Percentage of shareholding (%)	Shares held	Percentage of shareholding (%)			Title	Name	Relationship	
Independent Director	ROC	Chih-Cheng Su	Male / 51~60	5/30/2024	3	5/6/2015 5/30/2024 (Note2)	-	-	-	-	-	-	-	-	Academic background: Master of Business Administration, Rutgers, the State University of New Jersey Career background: YHC & Co., CPAs - Partner Standard Chartered International Commercial Bank - Senior Deputy General Manager	The Company: None Other companies: Elite Yc & Co., CPAs - Partner in charge Bank Sinopac Company Limited. - Independent Director King's Town Bank Co., Ltd. - Independent Director Apex International Co., Ltd. - Independent Director Burger Investment Co., Ltd. - Supervisor Vision Quest CO., LTD. - Supervisor	None	None	None	-

(Note 1) Mr. Wei-Kuo Hong was appointed as the representative of Chunghwa Investment Co., Ltd. on December 31, 2025.

(Note 2.) Mr. Chih-Cheng Su as a new independent director to fill the vacancy at the Shareholders' Meeting held on May 30, 2024.

2. Major shareholders of corporate shareholders

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Name of corporate shareholder	Major shareholders of corporate shareholders
Chunghwa Investment Co., Ltd.	Chunghwa Telecom Co., Ltd. – 89% Mega International Commercial Bank Co., Ltd. – 5% Taiwan Navigation Co., Ltd. – 6%
Hsiang Fa Co.	MediaTek Capital Co. – 100%

3. Key shareholders of those listed above that are also corporate entities

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Name of corporate entity	Corporate entity's major shareholders
Chunghwa Telecom Co., Ltd.	Ministry of Transportation and Communication – 35.29% CTBC Bank in its Capacity as Trustee for the Account of Chunghwa Telecom Co., Ltd. Employee Shareholding Trust – 3.83% Shin Kong Life Insurance Co., Ltd. – 3.73% Cathay Life Insurance Co., Ltd. – 2.73% JP Morgan Chase Bank in its Capacity as Master Custodian for Depository Receipt Account of Chunghwa Telecom – 2.39% Chunghwa Post Co., Ltd. – 2.06% New Labor Pension Fund – 1.98% Labor Insurance Fund – 1.19% Taishin Bank in custody for Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF – 1.11% Old Labor Retirement Fund – 1.07%
Mega International Commercial Bank Co., Ltd.	Mega Financial Holding Co., Ltd. – 100%
Taiwan Navigation Co., Ltd.	Ministry of Transportation and Communication – 26.46% Yang Ming Marine Transport Corp. – 16.96% Yunn Wang Investment Co. Ltd. – 2.52% Central Taiwan Science Park Logistics Co., Ltd. – 1.14% Yu-Lien Tseng Li – 0.78% Chang-Hong Cheng – 0.71% The Weston Green Emerging Markets High Dividend Fund Investment Account, established under the Weston Green Trust and held in custody by the Business Department of Standard Chartered Bank (Taiwan) Limited – 0.59% TransGlobe Life Insurance Inc. – 0.49% The Arrowstreet Global Equity Fund Investment Account, under the custody of the Business Department of Standard Chartered Bank (Taiwan) Limited. – 0.46% Sunny Bank Ltd. – 0.43%
MediaTek Capital Co.	MediaTek Inc. – 100%

4. Professional Qualifications of Directors and Independency of Independent Directors

Condition Name	Professional Qualifications and Experience	Status of Independency	Number of positions as an independent director in other public companies
Representative of Chunghwa Investment Co., Ltd. Holding Company: Wei-Kuo Hong	Ph. D., Industrial Engineering and Engineering Management, National Tsing Hua University. He used to be Executive Vice President (Administrative) and President of the Telecommunication Training Institute of Chunghwa Telecom Co., Ltd.. Rich practical management and sustainable development management experience, and operational planning, leadership, and decision-making capabilities in high-tech industries. No non-compliance with any subparagraphs in Article 30 of the Company Act.	(1) As the largest shareholder of the Company, Chunghwa Investment Co., Ltd. is a corporate shareholder holding over 5% of the Company's stake. (2) Mr. Wei-Kuo Hong is a director representing Chunghwa Investment Co., Ltd.. (3) All other conditions have been verified in accordance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.	None
Representative of Chunghwa Investment Co., Ltd.: Jung-Kuei Chen	Ph.D., Electrical Engineering, National Taiwan University. He used to be President of the Information Technology Business office, Chunghwa Telecom Co., Ltd., and Vice President of Telecommunication Laboratories, Chunghwa Telecom Co., Ltd.. Operational management, leadership, and decision-making capabilities in high-tech industries. Capable of making timely advice for corporate governance and operational management to the board of this Company. No non-compliance with any subparagraphs in Article 30 of the Company Act.	(1) As the largest shareholder of the Company, Chunghwa Investment Co., Ltd. is a corporate shareholder holding over 5% of the Company's stake. (2) Mr. Jung-Kuei Chen is a director representing Chunghwa Investment Co., Ltd.. (3) All other conditions have been verified in accordance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.	None
Shui-Ke Huang	Master of Informatics, Yuan Ze University. He used to be Product Manager of Chunghwa Telecom Laboratories. Currently President to the Company. Operational management, leadership, and decision-making capabilities in high-tech industries. Specializing in the operation and strategic management of semiconductor testing interface for over 20 years. No non-compliance with any subparagraphs in Article 30 of the Company Act.	(1) Also president to this Company and a director holding an executive post. (2) Also a director of a wholly-owned subsidiary of this Company. (3) The top fifth natural person shareholder of this Company. (4) All other conditions have been verified in accordance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission.	None

Condition Name	Professional Qualifications and Experience	Status of Independency	Number of positions as an independent director in other public companies
Representative of Hsiang Fa Co.:Wei-Ning Shen	Master of Electrical Engineering, University of Southern California, USA and currently serve as an Advisory at MediaTek Inc.. With over 20 years of experience in technology industry management and operations, he possess expertise in investment management. No non-compliance with any subparagraphs in Article 30 of the Company Act.	(1) Mr. Wei-Ning Shen is a director representing Hsiang Fa Co.. (2) All other conditions have been verified in accordance with the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” promulgated by the Financial Supervisory Commission.	None
Chung-Fern Wu	Ph.D in Accounting and Information Management, UCLA, USA. She used to be a member of the Financial Supervisory Commission and a professor of the Department of Accounting, College of Management, National Taiwan University. Specializing in accounting to improve the Board’s corporate governance quality and supervisory function of the audit committee and remuneration committee. A third-term independent director to this Company without exceeding three terms. No non-compliance with any subparagraphs in Article 30 of the Company Act.	(1) All three independent directors listed on the left meet the qualification requirements stated in the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” promulgated by the Financial Supervisory Commission and Article 14-2 of the Securities and Exchange Act two years before and during their office. (2) All three independent directors, their spouses and relatives within second degree of kinship are not directors, supervisors, or employees of this Company or affiliates; do not hold any shares of this Company; are not directors, supervisor, or employees of any companies having a specific relationship with this Company; and were not remunerated by this Company or affiliates for rendering business, legal, financial, or accounting services in the last two years.	3
Huang-Chuan Chiu	Master of Law, University of Cambridge, UK. Currently chairperson of Kew & Lord, Attorneys at Law. Specializing in law and giving advice on legal strategy, legal compliance, and management decision-making to improve the Board’s corporate governance quality and supervisory function of the audit committee and remuneration committee. A third-term independent director to this Company without exceeding three terms. No non-compliance with any subparagraphs in Article 30 of the Company Act.		3
Chih-Cheng Su	Master of Business Administration, Rutgers, the State University of New Jersey. Currently Partner in charge of Elite Yc & Co., CPAs and he used to be senior deputy general manager of Standard Chartered International Commercial Bank. Specializing in accounting to improve the Board’s corporate governance quality and supervisory		3

Name	Condition	Professional Qualifications and Experience	Status of Independency	Number of positions as an independent director in other public companies
		function of the audit committee and remuneration committee. The First-term independent director to this Company without exceeding three terms. No non-compliance with any subparagraphs in Article 30 of the Company Act.		

5. Diversity and Independence of Board of Directors

(1) Diversity of Board of Directors:

The Company has specified in the “Director Election Policy” and “Corporate Governance Code of Conduct” that all members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following abilities:

- I. Ability to make operational judgments.
- II. Accounting and financial analysis.
- III. Business administration.
- IV. Crisis management.
- V. Industry knowledge.
- VI. Vision of the global market.
- VII. Leadership.
- VIII. Decision making.

The current Board of Directors, as a whole, possesses a professional background in business administration, finance, accounting, law, and the semiconductor industry. There are currently 7 seats for directors, among which are 1 female directors, accounting for 14% of the total seats. The number of Independent Directors accounts for 43% of all directors, and 3 seats of the Independent Directors have tenures shorter than 9 years. 14% of the Company’s directors concurrently hold a position as an employee. Our objective is to have Directors at least one seat shall have accounting or financial expertise; and directors concurrently serving as company officers not exceed one-third of the total number of the board members; and have at least 1 seat with a female director.

If the number of directors of any gender on the Board of Directors of the Company does not reach one-third, the reasons and plans for enhancing gender diversity among directors will be stated: The Company has established seven director positions in accordance with its articles of incorporation. The current directors were elected at the shareholders' meeting on June 7, 2023. However, there is only one female director, which, while compliant with the relevant regulations at that time, still does not meet the one-third requirement. This is due to the characteristics of the semiconductor industry, where it is challenging to seek talent in a short period. Before the expiration of the Board members' terms and the re-election, we will seek recommendations for talent from various channels, including industry and academic institutions, to enhance the effectiveness of corporate governance and implement the policy of Board member diversity. Please see below for the expertise and background of the Board of Directors and the Company’s implementation of the board diversity policy.

Name of director	Gender	Age	Independent Director Tenure (years)	An employee/management of the Company	Industry Knowledge/Professional Competency					
					Business administration	Leadership and decision making	Knowledge of the industry	Sustainable Development	Finance and Accounting	Legal knowledge
Chairman Wei-Kuo Hong	Male	61~70			✓	✓	✓	✓		
Director Jung-Kuei Chen	Male	61~70			✓	✓	✓	✓		
Director Shui-Ke Huang	Male	61~70		✓	✓	✓	✓	✓		
Director Wei-Ning Shen	Male	41~50			✓	✓	✓	✓	✓	
Independent Director Chung-Fern Wu	Female	61~70	6~9		✓	✓		✓	✓	
Independent Director Huang-Chuan Chiu	Male	61~70	6~9		✓	✓		✓		✓
Independent Director Chih-Cheng Su	Male	51~60	0~3		✓	✓		✓	✓	

(2)Board independency:

Currently, this Company has seven directors, including three independent directors accounting for 43% of all directors. According to the Articles of Incorporation and Corporate Governance Best Practice Principles of this Company, CHPT adopts the candidate nomination system for director elections. During the nomination and election of board members, each director has submitted a written statement and provided information regarding their work experience and the certificate of service. They have also provided information of their relatives for verification to ensure no directors have a spousal relationship or kinship within the second degree. Additionally, all independent directors are not directors (including independent directors) or supervisors of more than five listed companies concurrently and maintain independency within their scope of business. None of them has a conflict of interest with this Company, either directly or indirectly.

(II) Background information of the President, Vice Presidents, and heads of departments and branch offices:

March 29, 2026

Title	Nationality	Name	Gender	Date elected/appointed	Shares held		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent positions in other companies	Spouse or relatives of the second degree or closer acting as managers			Remarks
					Shares held	Shareholding percentage (%)	Shares held	Shareholding percentage (%)	Shares held	Shareholding percentage (%)			Title	Name	Relationship	
President	Republic of China	Shui-Ke Huang	Male	4/1/2015	431,594	1.32	255,000	0.78	-	-	Academic background: Master of Informatics, Yuan Ze University Career background: Chunghwa Precision Test Tech. Co., Ltd. - Vice President Chunghwa Telecom Co., Ltd. - Product Manager of Telecommunication Laboratories	CHPT US - Chairman CHPT JP - Director CHPT International - Chairman Representative of Shanghai Taihua Suzhou Precision Test Technology Co., Ltd. - Chairman and President TestPro Investment Co., Ltd. - Chairman NavCore Tech. Co., Ltd. - Chairman	None	None	None	-
Vice President	Republic of China	Yi-Ping Hsu	Female	7/30/2014	11,768	0.04	-	-	-	-	Academic background: International MBA, National Tsing Hua University Career background: Chunghwa Precision Test Co., Ltd. - Financial Director Ralink Technology Corp. - Senior Manager of Finance and Accounting Citibank - Junior Accounting Manager BDO Taiwan - Lead Checker	CHPT US - Director Shanghai Taihua - Supervisor Suzhou Precision Test Technology Co., Ltd. - Supervisor TestPro Investment Co., Ltd. - Director NavCore Tech. Co., Ltd. - Supervisor	None	None	None	-

Title	Nationality	Name	Gender	Date elected/appointed	Shares held		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent positions in other companies	Spouse or relatives of the second degree or closer acting as managers			Remarks
					Shares held	Shareholding percentage (%)	Shares held	Shareholding percentage (%)	Shares held	Shareholding percentage (%)			Title	Name	Relationship	
Vice President	Republic of China	Hsun-Tai Wei	Male	3/1/2025	-	-	-	-	-	-	Academic background: Master of Informatics, Yuan Ze University Career background: Chunghwa Precision Test Tech. Co., Ltd. - Director Chunghwa Telecom Co., Ltd. - Associate Researcher of Telecommunication Laboratories	None	None	None	None	-
Vice President	Republic of China	Chang-Hsiu Yang	Male	3/1/2025	-	-	-	-	-	-	Academic background: Master of Industrial Management, National Central University Career background: Chunghwa Precision Test Tech. Co., Ltd. - Director ADATA Technology Co., Ltd. - Senior Manager Qualcomm Technologies - Manager Nanya Technology Corporation - Project Manager	TestPro Investment Co., Ltd. - Director	None	None	None	-

(III) Remuneration of Directors, the President, and Vice Presidents

1. Remuneration paid to Directors, the President, and Vice Presidents in the last year (2025)

(1) Directors' remuneration (including independent directors)

Unit: NTD thousands

Title	Name	Directors' remuneration								Sum of A, B, C, and D as a percentage of net income (%)				Remuneration as company employee								The sum of A, B, C, D, E, F, and G as a percentage of net income (%)		Remuneration from invested enterprises that are non-subsidiary or parent company
		Remuneration (A)		Pension (B) (Note 1)		Directors' remuneration (C) (Note 2)		Allowances (D)		From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities	Salaries, Bonuses, Allowances etc (E)		Pension (F) (Note 1)		Employees' Profit Sharing (G)				From CHPT	From All Consolidated Entities	
		From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities					From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities	Cash Amount	Share Amount	Cash Amount	Share Amount			
Director	Chunghwa Investment Co., Ltd.	-	-	-	-	2,425	2,425	-	-	2,425	2,425	-	-	-	-	-	-	-	-	-	-	2,425	2,425	無
	Representative of Chunghwa Investment Co., Ltd.: Hong-Chan Ma (Note4)	5,637	5,637	-	-	-	-	60	60	5,697	5,697	-	-	-	-	-	-	-	-	-	-	5,697	5,697	無
	Representative of Chunghwa Investment Co., Ltd.: Wei-Kuo Hong (Note4)	25	25	-	-	-	-	10	10	35	35	-	-	-	-	-	-	-	-	-	-	35	35	無
	Representative of Chunghwa Investment Co., Ltd.: Jung-Kuei Chen	-	-	-	-	-	-	60	60	60	60	-	-	-	-	-	-	-	-	-	-	60	60	4,649
	Shui-Ke Huang	110	110	-	-	1,212	1,212	70	70	1,392	1,392	11,683	11,683	108	108	3,965	-	3,965	-	-	-	17,148	17,148	無
	Hsiang Fa Co.:	-	-	-	-	1,213	1,213	70	70	1,283	1,283	-	-	-	-	-	-	-	-	-	-	1,283	1,283	無
	Representative of Hsiang Fa Co.: Wei-Ning Shen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%	0.00%	無
Independent Director	Chung-Fern Wu	830	830	-	-	-	-	70	70	900	900	-	-	-	-	-	-	-	-	-	900	900	無	
	Huang-Chuan Chiu	830	830	-	-	-	-	60	60	890	890	-	-	-	-	-	-	-	-	-	890	890	無	
	Chih-Cheng Su	830	830	-	-	-	-	70	70	900	900	-	-	-	-	-	-	-	-	-	900	900	無	

1. Directors and Independent Directors' remuneration policies, procedures, standards and structure, as well as the linkage to performance evaluation results, responsibilities, risks and time spent: (1) According to the Company's Articles of Incorporation, when directors perform their duties for the Company, they may be compensated based on their level of involvement in the Company's operations and the value of their contributions, taking into account industry standards both domestically and

internationally. The remuneration is authorized by the Board of Directors.; (2) The Company's Articles of Incorporation also specify that directors' remuneration shall not exceed 1% of the annual profit. In accordance with the Company's director remuneration policy, the Board of Directors shall allocate the remuneration based on the director's level of participation and the value of their contributions to the Company's operations. Independent directors are excluded from receiving director remuneration based on the Company's annual profits. Furthermore, when independent directors perform their duties, regardless of the Company's profit or loss, they are entitled to a monthly remuneration, which may be adjusted by the Board based on their involvement in and contribution to the Company's operations;(3) Pursuant to the Board Performance Evaluation Policy, the Company conducts periodic performance evaluations of directors. Key evaluation criteria for directors' remuneration takes into account the overall operating results of the Company and the contribution of each director to the Company's performance, including the degree of participation in the Company's operations, the actual length of service and individual performance (including the understanding of the Company's goals and tasks and the contribution to improving the quality of decision-making). The relevant performance evaluation and the reasonableness of remuneration have been reviewed by the Remuneration Committee and the Board of Directors. Based on the above evaluation, due to the improved growth rate of operating revenue and pre-tax net profit in 2025, the operating performance was better. Therefore, the directors' remuneration increased by 34.06% compared with the previous year, accounting for 1.36% of the after-tax net profit.

2. Remuneration received by directors for providing services (e.g. consultancy service without the title of an employee of the parent company/ to any company included in the financial statements/ investment business) in the last year, except those disclosed in the above table: None.

Note 1: The Company did not pay pension benefit for directors in 2025. The amount of pension shown here represents contributions made to the Bureau of Labor Insurance in 2025, which amounted to 6% of the employees' monthly salary.

Note 2: On February 5, 2026, the Board of Directors made a resolution to pay employees' profit sharing totaling NT\$139,500,000 and directors' remuneration totaling NT\$4,850,000.

Note 3: The sums of remuneration paid to directors and supervisors (including their employee roles) of the Company, and all companies included in the financial statements, were both NT\$20,711,000 in 2024, which represented 4.06% of 2024 net income.

Note 4: Mr. Hong-Chan Ma, representative of Chungghwa Investment Co., Ltd., retired on December 31, 2025. Chungghwa Investment Co., Ltd. reappointed Mr. Wei-Kuo Hong on December 31, 2025 to serve as the new representative.

(2) Remuneration to the President, and Vice Presidents

Unit: NTD thousands

Title	Name	Salary (A)		Pension (B) (Note 1)		Bonus and Allowances (C)		Employees' profit sharing (D) (Note2)				A, B, C, and D as a percentage of net income (%)		Remuneration from invested enterprises that are non- subsidiary or parent company
		From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities	CHPT		From All Consolidated Entities		From CHPT	From All Consolidated Entities	
								Cash Amount	Share Amount	Cash Amount	Share Amount			
President	Shui-Ke Huang	13,920	13,920	459	459	18,032	18,032	12,555	-	12,555	-	44,966 4.51%	44,966 4.51%	None
Vice President	Wen-Cong Li (Note 3)													
Vice President	Yi-Ping Hsu													
Vice President	Hsun-Tai Wei													
Vice President	Chang-Hsiu Yang													

Note 1: The Company did not pay pension benefit for the President, and Vice Presidents in 2025. The amount of pension shown here represents contributions made to the Bureau of Labor Insurance in 2025, which amounted to 6% of employees' monthly salary.

Note 2: On February 5, 2026, the Board of Directors made a resolution to pay employees' profit sharing totaling NT\$139,500,000.

Note 3: Vice President Wen-Cong Li resigned on March 31, 2025.

Remuneration bracket table

Range of Remuneration to the President and Vice Presidents	Names of President and Vice Presidents	
	CHPT	From All Consolidated Entities
Less than NT\$1,000,000	-	-
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (non-inclusive)	Wen-Cong Li	Wen-Cong Li
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (non-inclusive)	-	-
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (non-inclusive)	-	-
NT\$5,000,000 (inclusive) ~ NT\$10,000,000 (non-inclusive)	Yi-Ping Hsu, Hsun-Tai Wei, Chang-Hsiu Yang	Yi-Ping Hsu, Hsun-Tai Wei, Chang-Hsiu Yang
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (non-inclusive)	-	-
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (non-inclusive)	Shui-Ke Huang	Shui-Ke Huang
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (non-inclusive)	-	-
NT\$50,000,000 (inclusive) ~ NT\$100,000,000 (non-inclusive)	-	-
NT\$100,000,000 and above	-	-
Total	5	5

* The basis of remuneration disclosed above is different from the basis required by the Income Tax Act, hence the above table has been prepared solely for information disclosure, and not for tax purposes.

(3) Names of managers who received employees' profit sharing:

Unit: NTD thousands

	Title	Name	Stock	Cash (proposed)	Total	Total as a percentage of net income (%)
Manager	President	Shui-Ke Huang	-	12,555	12,555	1.26
	Vice President	Yi-Ping Hsu				
	Vice President	Hsun-Tai Wei				
	Vice President	Chang-Hsiu Yang				

II. Amount of remuneration paid in the last two (2) years by the Company and all companies included in the consolidated financial statements to the Company's directors, President, and Vice President, and their respective proportions to standalone and consolidated net income, as well as the policies, standards, and packages by which they were paid, the procedures through which remuneration was determined, and their association with business performance and future risks.

(1) Percentage of net income paid by the CHPT and all consolidated entities as remuneration to the Company's Directors, President, and Vice President in the last two (2) years

Unit: NTD thousands

Title	2024				2025			
	Total remuneration		As a percentage of net income (%)		Total remuneration		As a percentage of net income (%)	
	From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities	From CHPT	From All Consolidated Entities
Director	10,131	10,131	1.99	1.99	13,582	13,582	1.36	1.36
President, and Vice Presidents	25,245	25,245	4.95	4.95	44,966	44,966	4.51	4.51
Total	35,376	35,376	6.94	6.94	58,548	58,548	5.87	5.87

(2) Remuneration policies, standards, packages and procedures, and association with future risks and business performance

A. Policies, standards, and packages of remuneration:

Rules concerning the payment of directors' remuneration have been outlined in the Company's Articles of Incorporation. If the Company has profits, it shall set aside not more than 1% as remuneration for the directors, which shall be resolved by the Board of Directors and paid in cash. Individual directors are rewarded by the Board of Directors in accordance with the Company's "Director Remuneration Policy," based on their involvement in and contribution to the Company's business operations. Independent directors are not included in the Company's annual earnings distribution. The

remuneration for the President and Vice Presidents is determined in accordance with the Company's "Senior Manager Remuneration Policy," which specifies various allowances and bonuses. This remuneration is also benchmarked against industry development and peer standards. Additionally, the relevant bonuses are allocated based on the Company's annual operational performance, financial condition, operational status, and individual work performance.

B. Procedures through which remuneration was determined:

In order to regularly evaluate the remuneration of directors and managers, the Company relies on assessment results from the "Board of Directors Self-Assessment of Performance " and the applicable "Rules for Performance Management and Development" applicable to managers and employees. In addition to considering the overall operational performance of the Company, future industry operational risks, and development trends, individual performance achievement rates and contributions to company performance will also be taken into account to provide of reasonable remuneration. The remuneration for directors and managers shall be regularly evaluated and determined by the Company's Remuneration Committee, and submitted to the Board of Directors for approval.

C. Association with business performance and future risks:

In addition to determining directors' remuneration and employees' profit sharing based on operational performance, the remuneration policy for the President and Vice Presidents has a positive correlation with business performance. To motivate senior executives such as Vice Presidents and the President to focus on long-term comprehensive performance and achieve sustainable operation goals, the remuneration structure for senior executives has been enhanced. Building upon the original performance indicators including company operating results, length of service, and position grade points, the company has now added connections between sustainable development strategic objectives and both short-term and long-term incentive remuneration. The Company explicitly states in its "Employee Performance Bonus Policy" and the "Implementation Measures for Employee Profit Sharing" that the principles for performance bonuses and remuneration for senior managers, including Vice Presidents and the President, consider not only the Company's operational results but also the Company's annual sustainable operation outcomes. For details on the evaluation of senior managers' remuneration, please refer to the table below:

Evaluation items	Indicator explanation
Performance indicators (90%)	Company operational results: annual revenue achievement rate, company profit achievement rate, profit rate of labor costs, etc.
	Results of sustainable business operations: ethical management, green procurement, energy management, water management, waste management, employee rights and interests, customer relationship, supplier management, etc.
Other (10%)	Tenure, job title, and point allocation for position level

Performance assessment and the reasonableness of remuneration both have been reviewed by the Remuneration Committee and the Board of Directors. The remuneration system is reviewed at any time based on actual business conditions and related laws to seek a balance between the Company's sustainable operation and risk control.

II. Corporate governance:

(I) Functionality of the Board of Directors

A total of 5 meetings (A) were held in the last year (2025). Below are the attendance records:

Title	Name	Actual attendance (B)	Proxy attendance	Percentage of actual attendance rate (%) (B/A)	Remarks
Chairman	Representative of Chunghwa Investment Co., Ltd.: Hong-Chan Ma	4	-	100.00	Resigned 12/31/2025
Chairman	Representative of Chunghwa Investment Co., Ltd.: Wei-Kuo Hong	1	-	100.00	New on board 12/31/2025
Director	Representative of Chunghwa Investment Co., Ltd.: Jung-Kuei Chen	5	-	100.00	-
Director	Shui-Ke Huang	5	-	100.00	-
Director	Representative of Hsiang Fa Co.: Wei-Ning Shen	5	-	100.00	-
Independent Director	Chung-Fern Wu	5	-	100.00	-
Independent Director	Huang-Chuan Chiu	5	-	100.00	-
Independent Director	Chih-Cheng Su	5	-	100.00	-

Other remarks:

- I. For Board of Directors meetings that meet any of the following descriptions, state the date, session, the discussed agenda, independent directors' opinions, and how the Company has responded to such opinions:
 - (I) Conditions described in Article 14-3 of the Securities and Exchange Act: Not applicable as the Company has already established an Audit Committee.
 - (II) Any other documented objections or qualified opinions raised by an independent director against a board resolution in relation to matters other than those described above: None.
- II. Disclosure regarding the avoidance of agenda items with a conflict of interest: For agenda items that concerned directors' remuneration, each director was required to disassociate from the discussion and voting of performance evaluation and compensation that pertained to their own interests, and have the remaining directors complete the discussion and voting in their absence. Please refer to II (IX)2 "Major Board of Directors meeting resolutions" for the names of concerned directors, the agenda items, the nature of conflicting interests, and the voting process.
- III. TWSE/TPEX listed Companies shall disclose information on the Board's self (or peer) evaluation cycles, evaluation periods, scope, method, and content of evaluation: Please refer to II (I-I) "Status of Board Evaluation".
- IV. Enhancements to the functionality of the Board of Directors in the current and the most recent year (e.g. establishment of an Audit Committee, improvement of information transparency, etc), and the progress of such enhancements: The Company has assigned dedicated personnel to disclose public information online, gather and disclose information relating to the Company, and make sure that any information capable of influencing shareholders' and stakeholders' decisions is disclosed in a timely and adequate manner.

(I-I) Status of the Board Evaluation

Cycle	Period	Scope	Method	Content
Once every three years	Jan. 1, 2024 to Dec. 31, 2024.	Evaluation on the Board	Evaluation by an appointed external professional institution	The company appointed the Taiwan Institute of Ethical Business to handle the external evaluation on the Board. The evaluation items include professional functions, decision-making effectiveness, internal control, sustainable development, etc.
Once a year	Jan. 1, 2025 to Dec. 31, 2024.	Including a performance evaluation on the Board, individual Board members, Audit committee, Remuneration committee, and Sustainable Development committee	Board member self-evaluation, and	<p>(1)Performance evaluation of the Board of Directors: Includes the degree of participation in the Company's operations, improves the quality of the Board's decision-making, the composition and structure of the Board of Directors, the selection and continuous training of directors, internal control, etc.</p> <p>(2)Performance evaluation of individual directors: Includes the Company's objectives and tasks, Directors' understanding of responsibilities, participation in the Company's operations, internal relationship management and communication, professional and continuous training of directors, internal control, etc.</p> <p>(3)Performance evaluation of the audit committee: the degree of participation in the Company's operation, the functional committee members' understanding in their responsibilities, improves the quality of the functional committee's decision-making, the composition of the functional committee, the selection of members, and internal control.</p> <p>(4)Performance evaluation of the remuneration committee : the degree of participation in the Company's operation, the functional committee members' understanding in their responsibilities, improves the quality of the functional committee's decision-making, the composition of the functional committee, and internal control.</p> <p>(5)Performance evaluation of the sustainable development committee : the degree of participation in the Company's operation, the functional committee members' understanding in their responsibilities, improves the quality of the functional committee's decision-making, the composition of the functional committee, and internal control.</p>

(II) Functionality of the Audit Committee

On May 6, 2015, the Company's Board of Directors approved the resolution to assemble an Audit Committee in place of supervisors. The Audit Committee held a total of 4 meetings (A) in the last year (2025), and the attendance records are as follows:

Title	Name	Actual attendance (B)	Proxy attendance	Actual attendance rate (%) (B/A)	Remarks
Independent Director	Chung-Fern Wu	4	-	100.00	-
Independent Director	Huang-Chuan Chiu	4	-	100.00	-
Independent Director	Chih-Cheng Su	4	-	100.00	-

Other remarks:

I. For Audit Committee meetings that meet any of the following descriptions, state the date and session of Audit Committee meeting held, the agenda discussed, the contents of the disagreements, reservations, and material recommendations of independent directors, the Audit Committee's resolution, and how the Company has responded to the Audit Committee's opinions:

(I) Conditions described in Article 14-5 of the Securities and Exchange Act:

Meeting Date	Motions	Resolutions of the Audit Committee Meetings and the Company's response to the Audit Committee's opinions
The 4rd committee The 8th meeting Feb. 11, 2025	2024 Consolidated and Standalone Financial Statements Appointment of certifying CPAs for 2025 and independence assessment 2024 Declaration of Internal Control System 2024 Business Report Distribution of 2024 earnings	Approved by all attending Independent Directors, and was submitted to the Board of Directors Meeting for approval.
The 4rd committee The 9th meeting Apr. 29, 2025	2025 Q1 Consolidated Financial Statements 2025 certifying CPA's fee	Approved by all attending Independent Directors, and was submitted to the Board of Directors Meeting for approval.
The 4rd committee The 10th meeting Jul. 29, 2025	2025 Q2 Consolidated Financial Statements Renewal of the Fab 3 Construction Plan Issuance of the first domestic unsecured convertible corporate bonds Mutual investment with Japanese company Increase investment in the TestPro Investment Co., Ltd.	Approved by all attending Independent Directors, and was submitted to the Board of Directors Meeting for approval.
The 4rd committee The 11th meeting Oct. 28, 2025	2025 Q3 Consolidated Financial Statements 2026 Audit Plan 2025 Risk Management Implementation Report To revise the "Payroll Cycle"	Approved by all attending Independent Directors, and was submitted to the Board of Directors Meeting for approval.

(II) Other than those described above, any resolutions unapproved by the Audit Committee but passed by more than two-thirds of the directors: None.

II. Avoidance of involvements in agenda items with a conflict of interest by independent directors. State the names of the independent directors, the agenda, the nature of the conflicting interests, and the voting process: None.

III. Communication between Independent Directors and internal/external auditors:

(I) The chief internal auditor regularly communicates with Independent Directors to report audit and tracking results, and report the important business of this Company and subsidiaries to independent directors at the quarterly individual communication and discussion meeting.

Communication between Independent Directors and internal auditors:

Meeting Date	Information Communicated	Results Communicated
Feb. 11, 2025	2024 Q4 report on operation of the internal audit.	Approved by all attending Independent Directors.
Apr. 29, 2025	2025 Q1 report on operation of the internal audit.	Approved by all attending Independent Directors.
Jul. 29, 2025	2025 Q2 report on operation of the internal audit.	Approved by all attending Independent Directors.
Oct. 28, 2025	2025 Q3 report on operation of the internal audit.	Approved by all attending Independent Directors.

(II) Certified public accountants joined each Audit Committee meeting as guests and report the audit results and findings of financial statements to independent directors at the quarterly individual communication and discussion meeting.

Communication between Independent Directors and certified public accountants:

Meeting Date	Information Communicated	Results Communicated
Feb. 11, 2025	1. The CPA explained and discussed the 2024 standalone and consolidated financial reports with the Independent Directors.	Approved by all attending Independent Directors.
Apr. 29, 2025	The CPA discussed with the Independent Directors about the 2025 Q1 consolidated financial report.	Approved by all attending Independent Directors.
Jul. 29, 2025	The CPA discussed with the Independent Directors about the 2025 Q2 consolidated financial report.	Approved by all attending Independent Directors.
Oct. 28, 2025	The CPA discussed with the Independent Directors about the 2025 first three quarters consolidated financial report.	Approved by all attending Independent Directors.

The Company's Audit Committee is established in accordance to Article 14-4 of the Securities and Exchange Act and the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies, and comprises of all independent directors. The implementation and focus of Audit Committee as follows:

- (i) Adopt or amend internal control systems in accordance to Article 14-1 of the Securities and Exchange Act.
- (ii) Assessment of the effectiveness of the internal control system.
- (iii) Adopt or amend, pursuant to Article 36-1 of the Securities and Exchange Act, procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives trading, loaning of funds to others, and endorsements or guarantees of others.
- (iv) Matters relating to the director's own interests.
- (v) A material asset or derivatives transaction.
- (vi) A material monetary loan, endorsement, or provision of guarantee.
- (vii) The offering, issuance, or private placement of any equity-type securities.
- (viii) The hiring or dismissal of a CPA, or the compensation given thereto.
- (ix) The appointment or discharge of a financial, accounting, or internal auditing supervisor.
- (x) Annual financial report and quarter financial reports.
- (xi) Accept reporting cases based on the matters listed in this article.
- (xii) Any other material matter so required by the Company or relevant authorities.

• **Review financial reports**

The Board of Directors prepared the 2024 business report, financial statements, and earnings distribution proposals, among which the financial statements have been verified by PricewaterhouseCoopers, and a verification report has been issued. The above-mentioned business report, financial statement and earnings distribution proposal have been reviewed by the Audit Committee, which found no discrepancies .

• **Assess the effectiveness of the internal control system**

The Audit Committee evaluated the effectiveness of the Company's internal control system policies and procedures (including financial, operational, risk management, information security, outsourcing, legal compliance and other control measures), and reviewed the Company's audit department, certified public accountants, and management's regular reports, including risk management and compliance. In regards to the internal control system-integrated

structure of internal controls issued by The Committee of Sponsoring Organizations of the Treadway Commission (COSO), the Audit Committee deems the Company's risk management and internal control systems to be effective, having adopted necessary control mechanisms to monitor and correct violations.

• **Appointment of Certified Public Accountants**

To ensure the independence of the certified public accounting firm, the Audit Committee develops an independent evaluation form that refers to Article 47 of the Accountants Act and the Bulletin of the Professional Ethics of Accountants No. 10, "Integrity, impartiality, objectivity, and independence." The form assesses the independence of accountants, professionalism and competence, related parties, and mutual business or financial interests, in addition to other projects. On February 11, 2025, the Audit Committee and Board of Directors, reviewed and approved PricewaterhouseCoopers Certified Public Accountants Chien-Yu Liu and Tien-Yi Li, both of whom met the independence and competence assessment standards.

(III) Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
I. Has the Company established and disclosed its corporate governance principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?”	✓		The Company established a “Corporate Governance Code of Conduct” based on the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” during the Board of Directors meeting dated February 6, 2015. The principles were later acknowledged during the 2015 annual general meeting, and last amendment was made on February 9, 2022, and disclosed on the Company's website.	No deviation was found
II. Shareholding structure and shareholders' interests (I) Has the Company implemented a set of internal procedures to handle shareholders' suggestions, queries, disputes, and litigations? (II) Is the Company constantly informed of the identities of its major shareholders and the ultimate controller? (III) Has the Company established and implemented risk management practices and firewalls for companies it is affiliated with?	✓		The Company has dedicated personnel available to handle shareholders' recommendations and disputes, and has disclosed their contact methods on the Company's website. The Company has complied with Article 25 of the Securities and Exchange Act by reporting any changes in the shareholding of insiders (directors, supervisors, managers, and shareholders with more than 10% ownership interest) to the Market Observation Post System as instructed by the Securities and Futures Bureau on a monthly basis. The Company establishes the identity of its major shareholders and the ultimate controllers based on the shareholder registry provided by the agency for stock affairs during the book closure period. The Company's internal control system covers all levels of risk management and operation within the organization. The Company also has a “Subsidiary Supervision and Management Policy” and “Related Party and Group Affiliate Transaction Management Policy” in place to supervise and manage the risks between the subsidiaries and affiliated businesses.	No deviation was found

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
(IV) Has the Company established internal policies that prevent insiders from trading securities against non-public information?			The Company has established an “Insider Transaction Prevention Policy” as a means to avoid and prevent insider transactions by persons in possession of insider information, whether intentionally or due to unfamiliarity with laws. All insiders have been informed to comply strictly with the policy.	
<p>III. Assembly and obligations of the Board of Directors</p> <p>(I) Has the board devised the diversity policies, specific management objectives and implementation?</p>	✓		<p>The Company has specified in the “Director Election Policy” and “Corporate Governance Code of Conduct” that all members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following abilities:</p> <p>I. Ability to make operational judgments. II. Accounting and financial analysis. III. Business administration. IV. Crisis management. V. Industry knowledge. VI. Vision of the global market. VII. Leadership. VIII. Decision making.</p> <p>The current Board of Directors, as a whole, possesses a professional background in business administration, finance, accounting, law, and the semiconductor industry. There are currently 7 seats for directors, among which are 1 female director, accounting for 14% of the total seats. The Company has achieved the goal of having at least 1 female director. The number of Independent Directors accounts for 43% of all directors, and 3 seats of the Independent Directors have tenures shorter than 9</p>	No deviation was found

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
(II) Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?			<p>years. 43% of all directors, and 3 seats of the Independent Directors have tenures shorter than 9 years. 14% of the Company's directors concurrently hold a position as an employee. Our objective is to have Directors with at least one seat shall have accounting or financial expertise; and directors concurrently serving as company officers not exceed one-third of the total number of the board members; and have at least 1 seat with a female director. The Company's implementation of the board diversity policy please refer to I (I) 5. (1) "Diversity of Board of Directors".</p> <p>In addition to establishing the Remuneration Committee and the Audit Committee as required by law, the Company resolved to establish the "Sustainability Development Committee" at the Board meeting on February 11, 2025. Its responsibilities include monitoring and tracking the Company's sustainable development planning and execution results, and when necessary, reporting to the Board of Directors for resolutions to achieve the Company's sustainability development goals. The Sustainable Development Committee currently consists of five directors, including three independent directors. The names of the directors are Wei-Kuo Hong(Chairman), Shui-Ke Huang, Chung-Fern Wu, Huang-Chuan Chiu, and Chih-Cheng Su. For information regarding the professional qualifications of each director, please refer to I (I) 4 (1) "Professional Qualifications of Directors and Independency of Independent Directors" and 5. (1) "Diversity of Board of Directors".</p> <p>Four meetings were convened in 2025, with all committee members attending in person and maintaining a 100% attendance rate.</p>	

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
(III) Does the Company establish a standard to measure the performance of the board, submit the results of performance assessments to the Board of Directors, and use them as a reference in determining the compensation for individual directors, their nomination, and additional office term? (IV) Is certified public accountants' independence assessed on a regular basis?			<p>On November 5, 2019, the Company's Board of Directors formulated the "Board of Directors Self-Assessment of Performance", the last amendment was made on October 28, 2025. Internal and external assessments shall be performed once a year and once every three years respectively. The 2024 Board performance evaluation was appointed the Taiwan Institute of Ethical Business to handle the external evaluation on the Board, and the 2025 Board performance evaluation was submitted the results of the 2025 annual performance evaluation to the Board on February 5, 2026. The evaluation results will be used as a reference basis for remuneration and nomination.</p> <p>1. The Company regularly evaluates the independence of the CPA every year and obtains a declaration of independence issued by the CPA. After evaluation, the Company's CPA meets the Company's independence assessment standards and is qualified to serve as the Company's CPA. The description of the independent assessment items between the accountants and the Company is as follows:</p> <ol style="list-style-type: none"> (1). Whether the CPAs hold direct or indirect financial interest of great significance to the Company. (2). Whether the CPAs have an extensive and significant commercial relationship with the Company. (3). Whether CPAs currently or previously had assumed a role as the Company's director, manager, or any position that might have significantly affected the audit in the last two (2) years. (4). Whether the CPAs or the audit service team are related to the Company's directors, managers, or any person of significance to the audit case. (5). Whether the CPAs non-audit services to the Company may directly affect key parts of the audit case. (6). Whether the CPAs receive gifts of significant value from the Company or its 	

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
			<p>directors, managers, or shareholders.</p> <p>2.The audit quality of accounting firms and audit teams is evaluated based on the Audit Quality Indicators (AQIs) obtained from accounting firms. This evaluation is conducted using five dimensions and thirteen indicators, which include professionalism, independence, quality control, supervision, and innovation capability. The evaluation follows the guidelines for interpreting the AQIs issued by the regulatory authority. On February 11, 2025, the CPA provided an explanation of the different indicators of AQI to the Audit Committee. The Company did not identify any circumstances that could compromise the independence and suitability of the CPAs for signing.Assessment results of the last two (2) years were reported to the Board of Directors on February 11, 2025 and February 5, 2026, respectively.</p>	
IV. Where the Company is a TWSE/TPEX listed company, has the Company had an adequate number of corporate governance personnel with appropriate qualifications and appointed a chief corporate governance officer that specializes (or is involved) in corporate governance affairs (including but not limited to providing directors/supervisors with information needed to perform their duties, assisting Directors and Supervisors in law	✓		<p>At the meeting on April 28, 2022, the Board resolved that Vice President Yi-Ping Hsu will be the Company's corporate governance officer. The corporate governance officer and governance personnel handle affairs relating to corporate governance. In addition to handling matters relating to Board Meetings and Shareholders' Meetings and prepare the minutes of such meetings, the corporate governance officer and governance personnel also handle matters requested by directors, assist directors in taking up their office and receiving continuing education, ensure that the Board Meeting agenda and all applicable laws and regulations are followed, and report to the Board if the eligibility of independent directors companies with the law during nomination, selection, and the office.</p> <p>In 2025 the corporate governance officer completed 12 hours of continuing education, complying with the requirement for 12 hours of continuing education each</p>	No deviation was found

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
compliance, convention of board meetings and shareholders meetings, preparation of board meetings and shareholders meeting minutes, etc)?			year. Please refer to Tables II (III-II) "Managers' education – 2025" for the information regarding continuing education.	
V. Has the Company provided proper communication channels and created dedicated sections on its website to address corporate social responsibility issues that are of significant concern to stakeholders (including but not limited to shareholders, employees, customers and suppliers)?	✓		The Company has created a dedicated section on its website, and has proper communication channels in place with banks, customers, suppliers, investors and medias. The Unit of Finance, Sales and Procurement, and Office of the President all have dedicated personnel available to respond and communicate with stakeholders. The Company also has a spokesperson policy to address the public.	No deviation was found
VI. Does the Company engage a agency for stock affairs to handle shareholders meeting affairs?	✓		The Company has commissioned the Stock-Affairs Agency Department, Taishin Securities Co.,Ltd., to handle shareholders meeting-related affairs.	No deviation was found
VII.Information disclosure (I) Has the Company established a website that discloses its financial, business, and corporate governance-related information? (II) Has the Company adopted other means to disclose information (e.g. an English language website, assignment of dedicated personnel to collect and disclose corporate information,	✓		The Company has set up an official website to disclose financial, business, and corporate governance-related information on a regular basis. The Company discloses mandatory information publicly via the Market Observation Post System. 1. The Company's website is available in English. 2. The Company's Finance Unit has dedicated personnel responsible for gathering and disclosing information, and the system is functioning properly. 3.The Company has a spokesperson and deputy spokesperson available to communicate with the public and address matters concerning information	No deviation was found

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
<p>implementation of a spokesperson system, broadcasting of investor conferences via the Company website)?</p> <p>(III) Does the Company announce and report the annual financial report within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial reports and operating performance of each month before the prescribed deadline?</p>			<p>disclosure.</p> <p>The Company announces and reports the annual financial report within two months after the end of the fiscal year, and announces and reports the first, second, and third quarter financial reports and operating performance of each month according to the prescribed deadline.</p>	
<p>VIII. Does the Company have other information that enables a better understanding of the Company's corporate governance practices (including, but not limited to, employee rights, employee care, investor relations, supplier relations, stakeholders' interests, continuing education of directors/supervisors, implementation of risk management policies and risk measurements, implementation of customer policy, and insuring against liabilities for company directors and supervisors)?</p>	✓		<ol style="list-style-type: none"> 1. Employees' rights: The Company protects employees' rights according to the Labor Standards Act and personnel policies. Labor-management meetings are convened on a regular basis to maintain employment relations. 2. Employee care: The Company arranges group insurance, regular health checkups, and training programs to cater to employees' mental health, physical health, and learning progress. 3. Investor relations and stakeholders' interests: The Company makes truthful disclosure of information in compliance with laws, and is dedicated to protecting investors' and stakeholders' interests and fulfilling its duties to shareholders. 4. Supplier relations: The Company maintains a sound relationship with suppliers, and conducts inspections to ensure the quality of supplies occasionally. 5. Directors' education: All of the Company's Directors possess professional backgrounds and practical management experience. They attend corporate governance training on a regular basis, and the progress of their training is 	No deviation was found

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
			<p>disclosed in Tables II (III-I) "Directors' education – 2025" and (III-II) "Managers' education – 2025".</p> <p>6. Risk management policies and risk assessment standards: The Company's internal control system and key business policies have been implemented with the resolution of the Board of Directors or shareholders.</p> <p>7. Execution of customer policy: The Company adheres strictly to the terms of the contracts it signs with customers, and strives to deliver quality service in the customers' best interest.</p> <p>8. The D&O insurance: The Company has purchased insurance to cover liabilities that may arise as a result of services rendered by Directors, Independent Directors and key officers. These insurance policies exist to reduce and diversify the risk of significant losses to the Company and shareholders caused by human errors and negligence.</p> <p>9. Intellectual Property Management Plan: The Company places great importance on intellectual property and has established an intellectual property management framework aligned with its operational objectives. Please refer to Section II, (III-III) "Intellectual Property Management Plan" for further details.</p>	
<p>IX. Please explain the improvements made, based on the latest Corporate Governance Evaluation results published by TWSE Corporate Governance Center, and propose enhancement measures for any issues that are yet to be rectified: The Company ranked in the top 5% of TPEX listed companies in 2024. Improvements made in 2025 included the voluntary disclosure of individual directors' remuneration in the annual report and its reporting at the shareholders meeting, enhance the disclosure of information related to finance, business, and corporate governance on the corporate website, and making continual quality improvement of corporate governance to enhance corporate competitiveness.</p>				

(III-I) Directors' education – 2025

Title	Name	Organizer	Course name	Training hours
Chairman	Representative of Chunghwa Investment Co., Ltd.: Hong-Chan Ma (Note 1)	Securities and Futures Institute	U.S.–China Economic Relations and Taiwan’s Industrial Outlook under “Trump 2.0”	3
		Securities and Futures Institute	Sustainability Policies for Enterprises: Taiwan’s Green Electricity Trading Mechanism and Procurement Practices	3
Chairman	Representative of Chunghwa Investment Co., Ltd.: Wei-Kuo Hong (Note 1)	Industrial Technology Research Institute	Interpreting COP30 Global Net-Zero Sustainability Trends and Taiwan’s Decarbonization Pathways	3
Director	Shui-Ke Huang	Securities and Futures Institute	U.S.–China Economic Relations and Taiwan’s Industrial Outlook under “Trump 2.0”	3
		Securities and Futures Institute	Sustainability Policies for Enterprises: Taiwan’s Green Electricity Trading Mechanism and Procurement Practices	3
Director	Representative of Chunghwa Investment Co., Ltd.: Jung-Kuei Chen	Securities and Futures Institute	U.S.–China Economic Relations and Taiwan’s Industrial Outlook under “Trump 2.0”	3
		Industrial Technology Research Institute	AI Security and Digital Trust	3
		Securities and Futures Institute	Sustainability Policies for Enterprises: Taiwan’s Green Electricity Trading Mechanism and Procurement Practices	3
Director	Representative of Hsiang Fa Co.: Wei-Ning Shen	Securities and Futures Institute	U.S.–China Economic Relations and Taiwan’s Industrial Outlook under “Trump 2.0”	3
		Securities and Futures Institute	Sustainability Policies for Enterprises: Taiwan’s Green Electricity Trading Mechanism and Procurement Practices	3

Title	Name	Organizer	Course name	Training hours
Independent Director	Chung-Fern Wu	Securities and Futures Institute	U.S.–China Economic Relations and Taiwan’s Industrial Outlook under “Trump 2.0”	3
		Importers and Exporters Association of Taipei	Challenges and Strategic Responses to the New Global Economic and Trade Landscape	3
		Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Sustainability Policies for Enterprises: Taiwan’s Green Electricity Trading Mechanism and Procurement Practices	3
		Taiwan Corporate Governance Association	Sustainability Performance and Executive Remuneration	3
Independent Director	Huang-Chuan Chiu	Securities and Futures Institute	U.S.–China Economic Relations and Taiwan’s Industrial Outlook under “Trump 2.0”	3
		Securities and Futures Institute	Sustainability Policies for Enterprises: Taiwan’s Green Electricity Trading Mechanism and Procurement Practices	3
Independent Director	Chih-Cheng Su	Securities and Futures Institute	U.S.–China Economic Relations and Taiwan’s Industrial Outlook under “Trump 2.0”	3
		Securities and Futures Institute	Sustainability Policies for Enterprises: Taiwan’s Green Electricity Trading Mechanism and Procurement Practices	3

(III-II) Managers' education - 2025

Title	Name	Organizer	Course name	Training hours
Vice President	Yi-Ping Hsu	Accounting Research and Development Foundation	Ongoing Education for Securities Issuers, Securities Firms, and the TWSE Chief Accounting Officer	12
Corporate Governance Officer	Yi-Ping Hsu	Securities and Futures Institute	Green and Transition Finance Action Plans: Sustainable Development Roadmap and Directors' Responsibilities	3
		Chinese National Association of Industry and Commerce	2025 Taishin & Shin Kong Net Zero Summit	3
		Securities and Futures Institute	Sustainability Policies for Enterprises: Taiwan's Green Electricity Trading Mechanism and Procurement Practices	3
		Securities and Futures Institute	U.S.–China Economic Relations and Taiwan's Industrial Outlook under "Trump 2.0"	3

(III-III) Intellectual Property Management Plan

CHPT operates in a cutting-edge high-tech industry, and the protection of its intellectual property is an indispensable measure for ensuring the Company's sustainable operations. The development and deployment of the Company's intellectual property are fully aligned with its operational needs, with an emphasis on the prudent allocation of resources to prioritize and safeguard key intellectual property assets. As the Company pursues profit growth, it remains committed to protecting the core technologies developed through extensive research and development efforts, while also reinforcing and enhancing its corporate image.

1. Patent Management

- (1) The Company organizes a dedicated unit responsible for patent-related matters.
- (2) The Company has a patent incentive measure to encourage colleagues to work hard, devote themselves, and invest strongly in the research and development of patented technologies.
- (3) Both the patent application and maintenance procedures are reviewed by a group of professional supervisors, seeking refinement rather than quantity, and focusing on quality rather than quantity.
- (4) The market deployment of each patent is determined based on the intrinsic merits of the underlying technology, with a focus on precision in strategic positioning. This approach not only safeguards the Company's proprietary technologies but also serves to prevent competitive encroachment and preempt rival patent filings.
- (5) The content of the patent application has been brainstormed by the agent, the inventor, and the Company's undertaker. The inventor invented a single technology, and the protection degree is amplified through the rules of the patent game, and even multiple cases are derived to expand the coverage and prevent others from avoiding the patent.

2. Trademark Management

- (1) Trademarks are the characterization of the Company's image, goodwill and brand. For the trademarks mainly used by CHPT, we have applied for important countries or market regions in the world to properly layout trademarks.
- (2) The customers of CHPT are not ordinary consumers, so the layout of the trademark focuses on the recognition of the Company's image.

3. Copyright Management

- (1) Copyrights are different from patents and trademarks, and do not obtain rights through the registration mechanism. Therefore, the Company has clearly stipulated in the labor contract that the copyrights of employees' works on duty belong to the Company.
- (2) The Company's external press releases are all in charge of colleagues with senior news backgrounds, seeking accurate information expression.
- (3) The Company has a special person responsible for external publicity, including written and film and television.

4. Trade Secret Management

- (1) The Company has established trade secret management measures. For many technical trade secrets that are more valuable than patents, measures are taken to only specific people know and protect and control.
- (2) To comply with the Personal Data Protection Act at the same time, the Company controls personal information with economic value to avoid improper disclosure.
- (3) All important meetings of the Company have limited participants, and unrelated people cannot participate in the meeting.
- (4) The Company stipulates in the labor contract that colleagues are not allowed to bring other people's confidential information into the Company, and are not allowed to disclose Company secrets, including being bound after resignation. In addition, relevant policies are communicated and reinforced on a quarterly basis.
- (5) Trade secrets such as the Company's finances, business, and personnel are also restricted from access and handling by specific people.

2025 Implementation Status

CHPT regularly reports to the Board of Directors on the implementation status of its Intellectual Property Management Plan, and such a report was presented to the Board on October 28, 2025. The Company places emphasis on the quality of its patent portfolio, with primary filings and deployments in Taiwan, the United States, and China. As of the end of 2025, the cumulative number of granted patents worldwide has reached approximately 451. With respect to the protection of trade secrets, all departments continue to implement and enhance routine execution measures, awareness initiatives, and education and training programs on an annual basis. The Company also conducts dedicated training courses on "Intellectual Property Rights and Trade Secrets." In 2025, one online course was offered, with a total of 930 participants completing the training.

(IV) Composition, responsibilities, and functionality of the Remuneration Committee:

1. Information of Remuneration Committee members

Title	Qualifications Name	Professional Qualifications and Experience	Status of Independency	Number of positions as an independent director in other public companies
Independent Director (Convener)	Chung-Fern Wu	Please refer to I (I) 4. Professional Qualifications of Directors and Independency of Independent Directors		3
Independent Director	Huang-Chuan Chiu			3
Independent Director	Chih-Cheng Su			0

2. Functionality of the Remuneration Committee:

- (1) The Company's Remuneration Committee consists of 3 members.
- (2) Duration of service of the current board: from June 7, 2023 to June 6, 2026. The Remuneration Committee held 2 meetings (A) in 2025. Details of the members' eligibility

and attendance are as follows:

Title	Name	Actual attendance (B)	Proxy attendance	Percentage of actual attendance rate (%) (B/A)	Remarks
Convener	Chung-Fern Wu	2	-	100.00	-
Member	Huang-Chuan Chiu	2	-	100.00	-
Member	Chih-Cheng Su	2	-	100.00	-

Other remarks:

I. In the event where the Remuneration Committee's proposal is rejected or amended in a Board of Directors meeting, please describe the date and session of the meeting, details of the agenda, the board's resolution, and how the Company had handled the Remuneration Committee's proposals (describe the differences and reasons, if any, should the Board of Directors approve a solution that was more favorable than the one proposed by the Remuneration Committee): None.

II. Should any member object or express qualified opinions to the resolution made by the Remuneration Committee, whether on-record or in writing, please describe the date and session of the meeting, details of the agenda, the entire members' opinions, and how their opinions were addressed: None.

III. Discussion and resolution of the Remuneration Committee:

Meeting Date	Motion	Resolution	The Company's response to the Remuneration Committee's opinions
The 4 th committee The 6th meeting Feb 11, 2025	1.To revise the "Implementation Measures for Employee profit sharing". 2.To revise the "Employee Performance Bonus Policy". 3.To revise the "Director Remuneration Policy". 4.Distribution of the 2024 employees' profit sharing and directors' remuneration. 5.Proposal for Promotion of Manager and appointment of chief information security officer. 6.Managers' entitlement to 2024 managers' profit sharing. 7.2024 Second half managers' performance bonus. 8.The adjustment of managers' remuneration.	Approved by all attending Independent Directors.	To revise "Implementation Measures for Employee Profit Sharing", To revise the "Employee Performance Bonus Policy", To revise the "Director Remuneration Policy", Employees' profit sharing and directors' remuneration, Proposal for Promotion of Manager and appointment of chief information security officer, managers' entitlement to 2024 managers' profit sharing, 2024 Second half managers' performance bonus, and the adjustment of managers' remuneration were proposed at the Board of Directors Meeting for approval.
The 4 th committee The 7th meeting Jul. 29, 2025	1.Employee Stock Ownership Trust. 2.2025 First half managers' performance bonus	Approved by all attending Independent Directors.	Employee Stock Ownership Trust and 2025 First half managers' performance bonus were proposed at the Board of Directors Meeting for approval.

3. Responsibilities of the Remuneration Committee are to assist the Board of Directors in regular assessment of directors' and managers' compensation, and to regularly review the performance targets outlined for directors and managers, and the policies, systems, standards, and structures of their remuneration.

(IV- I) If a nomination committee is established, disclose its organization and operation: None.

(V) Promoting sustainable development implementation, and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies:

Promote item	Implementation status		Summary description	Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
I. Does the company have established a governance structure to promote Sustainable Development and set up a unit that specializes (or is involved) in Sustainable Development practices? Is the Sustainable Development unit run by senior management and does it report its progress to the Board of Directors?	✓		<p>On February 11, 2025, the Board of Directors of the Company resolved to establish a Sustainable Development Committee under its jurisdiction, serving as the highest governance unit for sustainable development. The committee will be composed of five directors, including three independent directors. The Sustainable Development Committee convenes at least once a year to monitor and track the Company's sustainable development planning and execution results. If necessary, it submits resolutions to the Board of Directors, and the management team is held accountable for driving these initiatives.</p> <p>To deepen the promotion of sustainability topics, fulfill corporate social responsibility, and strengthen corporate governance, the Company's management team has established a Sustainable Development Implementation Committee. The Chairman chairs the committee, while the President serves as the vice-chairperson. The committee is divided four divisions focusing on Environment (E), Social (S1, S2), and Governance (G), with representatives from each unit forming implementation teams. The committee proposes sustainable development visions, policies, and management guidelines, and has tasked the implementation teams with the responsibility of advancing various sustainable development initiatives.</p> <p>The Company is committed to strengthening its sustainability governance framework by establishing a three-tier governance structure comprising oversight by the Board of Directors, review by the Sustainable Development Committee, and execution by the</p>	No deviation was found

Promote item	Implementation status			Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
			<p>Sustainable Development Implementation Committee, thereby ensuring effective supervision and execution of various sustainability initiatives. The operational status in 2025 is as follows:</p> <p>Board of Directors: The Company reports its implementation results and strategic objectives for the following year to the Board of Directors on a semi-annual basis. In 2025, reports were presented on April 29 and October 28. The Board provided professional guidance and recommendations on various objectives and supervised their execution to ensure the effective implementation of strategies. In addition, the Company reports quarterly to the Board on greenhouse gas inventory planning and execution. A total of four reports were completed in 2025 to ensure that the Company's decarbonization progress remains on track.</p> <p>Sustainable Development Committee: A total of four meetings were convened in 2025, focusing on the review of the Company's sustainability strategy implementation, the management of risks and opportunities related to material issues, and the planning of sustainability objectives for the following year. All resolutions were submitted to the Board of Directors to ensure that the Board maintains full visibility over the direction of sustainability initiatives.</p> <p>Sustainable Development Implementation Committee: A total of two meetings were held in 2025. The Committee is responsible for consolidating the execution results of sustainability initiatives across departments, tracking the achievement of key performance indicators, and coordinating cross-departmental resource allocation. For underperforming items, specific improvement measures were</p>	

Promote item	Implementation status			Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
			formulated and submitted to the Sustainability Development Committee for review to ensure execution efficiency.	
II. Does the Company conduct risk assessments of environmental, social, and corporate governance issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?	✓		The data disclosed covers the performance of sustainable development in major locations in 2025. The boundary of risk assessment includes the Company and its domestic and foreign subsidiaries. After combining the internal and external issues that directly or indirectly affect business operations during the period of operation and the needs and expectations of various stakeholder groups, the Company identified material topics with greater impact on CHPT sustainable development to perform risk assessment against ESG in relation to its business operations in order to establish the relevant risk management policies. Please refer to II (V- I) "Risk assessment and risk management strategy for material issues" for the risk assessment and risk management strategies for material issues.	No deviation was found
III. Environmental issues (I) Has the Company developed an appropriate environmental management system, given its distinctive characteristics?	✓		(I) In accordance with environmental regulations promulgated by the Ministry of Environment (including the Air Pollution Control Act, Water Pollution Control Act, Waste Disposal Act, and Toxic and Concerned Chemical Substances Control Act), the Company has established Environmental, Safety and Health (ESH) management regulations, management information systems, and automated process operations. The Company's facilities have implemented the ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System. With respect to the management programs implemented in 2025,	No deviation was found

Promote item	Implementation status			Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
(II) Is the Company committed to improving energy efficiency and using renewable materials that produce less impact on the environment?	✓		<p>pollution prevention measures are undertaken with the primary objective of reducing environmental burden and emissions through the installation of appropriate treatment facilities. In terms of waste management, the Company continues to promote waste reduction initiatives and increase the recycling and reuse rate of waste. Regarding energy and resource management, the Company conducts regular equipment inspections, optimizes operating conditions, and replaces outdated equipment to reduce energy and resource consumption.</p> <p>Management system certification: ISO14001 Environmental Management System certification (Valid until 7/18/2028) ISO45001 Occupational Safety and Health Management System certification (Valid until 7/18/2028) ISO14064-1 Greenhouse Gas Verification (Passed on 4/25/2025)</p> <p>(II) Apart from actively implementing various energy conservation measures and energy management programs, the Company has selected energy-efficient and energy-efficient-designed equipment to reduce the energy consumption by the Company and its products. In the future, the Company will purchase renewable generator to enhance the rate of renewable use year after year to reduce purchased electricity use. The Company has also set electricity reduction rate at 1% each year to effectively enhance energy efficiency.</p>	

Promote item	Implementation status			Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies																																				
	Yes	No	Summary description																																					
			<p>◎Annual Electricity Conservation Statistics :</p> <table border="1"> <thead> <tr> <th colspan="2">Year</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td colspan="2">Electricity saved</td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="2">Total electricity conservation (kWh)</td> <td>982,227.36</td> <td>820,718.55</td> <td>832,192.11</td> </tr> <tr> <td rowspan="2">electricity reduction rate (%)</td> <td>Plant 1</td> <td>3.89%</td> <td>3.47%</td> <td>1.34%</td> </tr> <tr> <td>Headquarters</td> <td>2.01%</td> <td>1.27%</td> <td>4.86%</td> </tr> </tbody> </table> <p>Coverage:Taiwan Taoyuan plants area. Note:The statistics of 2025 have not yet been verified by an external third-party. The Company actively implement “green procurement”. In general supplies, CHPT prioritizes the purchase of energy-efficient and Green Mark products for hardware and computers, communication products, and consumer electronics. In 2025 green procurement was 66.2%. Furthermore, it has received the prestigious Taoyuan City Green Procurement Excellence Award for four consecutive years.</p> <p>◎Green Procurement Statistics:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Percentage</td> <td>69.6%</td> <td>54.5%</td> <td>66.2%</td> </tr> <tr> <td>Increase/decrease ratio %</td> <td>31.7%</td> <td>16.6%</td> <td>28.3%</td> </tr> </tbody> </table> <p>Note:The green procurement in the table above is calculated based on a percentage of 37.9% for the year 2020. In raw material management, the Company continues to comply with international environmental regulations by adopting</p>	Year		2023	2024	2025	Electricity saved					Total electricity conservation (kWh)		982,227.36	820,718.55	832,192.11	electricity reduction rate (%)	Plant 1	3.89%	3.47%	1.34%	Headquarters	2.01%	1.27%	4.86%	Year	2023	2024	2025	Percentage	69.6%	54.5%	66.2%	Increase/decrease ratio %	31.7%	16.6%	28.3%	
Year		2023	2024	2025																																				
Electricity saved																																								
Total electricity conservation (kWh)		982,227.36	820,718.55	832,192.11																																				
electricity reduction rate (%)	Plant 1	3.89%	3.47%	1.34%																																				
	Headquarters	2.01%	1.27%	4.86%																																				
Year	2023	2024	2025																																					
Percentage	69.6%	54.5%	66.2%																																					
Increase/decrease ratio %	31.7%	16.6%	28.3%																																					

Promote item	Implementation status			Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
(III) Does the Company assess the potential risks and possibilities of climate changes to the Company now and in the future, and take measures to respond to climate-related issues?	✓		<p>hazardous substance control standards such as RoHS and Halogen-Free requirements. It also actively develops and introduces raw materials free from restricted substances to reduce environmental impact and enhance product environmental friendliness. In 2022, the Company established an SCM (Supply Chain Management) supplier master data platform. From the stages of new supplier development and new material introduction, the Company reviews material composition and associated hazardous substance risks, and has institutionalized procedures for data collection, review, and management to ensure environmental compliance of raw materials across the supply chain. In 2025, the Company further plans to enhance the SCM platform by incorporating a hazardous substance management module for suppliers, thereby strengthening information synchronization and document control across the supply chain. Through systematic processes for notification and management of hazardous substance test reports submitted by suppliers, the Company aims to improve supply chain transparency and environmental management effectiveness.</p> <p>(III) For the assessment of the potential risks and opportunities arising from climate change on the Company’s current and future operations, as well as the corresponding response measures to climate-related issues, please refer to Section II, (VI) “Implementation of Climate-Related Information”.</p>	

Promote item	Implementation status		Summary description	Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
(IV) Does the Company record its greenhouse gas emissions, water consumption, and total weight of waste produced in the past two years, and formulate policies on energy conservation and carbon reduction, greenhouse gas reduction, water consumption, or other waste management?	✓		<p>(IV) In addition to regularly reviewing energy saving and carbon reduction, water conservation, waste reduction, and greenhouse gas reduction, the Company has also established relevant policy objectives. Through initiatives such as improving energy efficiency, implementing energy-saving measures, and promoting waste recycling and reuse, the Company actively supports the global transition to a low-carbon economy, fulfills its environmental responsibilities, and aligns with international decarbonization trends and sustainability goals.</p> <p>1.For information related to greenhouse gas inventory, reduction, and management, please refer to Section II, (VI) “Implementation of Climate-Related Information”.</p> <p>2.Water Consumption Management: The Company is committed to the efficient use of water resources and has implemented multiple improvement initiatives, including source reduction, recycling and reuse, and recirculation mechanisms to continuously reduce water consumption. These efforts are supplemented by water usage monitoring systems to ensure stability and enable timely response to anomalies. Since initiating water resource management in 2016, the wastewater recycling rate has increased year by year. In 2025, the Company further revised and enhanced its water management targets, setting a goal to achieve a wastewater recycling rate of 58% for the period from 2026 to 2028.</p>	

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			<p>◎Water Consumption Statistics Unit: megaliters</p> <table border="1"> <thead> <tr> <th>Tap water volume</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Headquarters</td> <td>41.59</td> <td>41.72</td> </tr> <tr> <td>Plant 1</td> <td>175.44</td> <td>201.47</td> </tr> <tr> <td>Hsinchu Office</td> <td>1.58</td> <td>1.36</td> </tr> <tr> <td>Taichung Office</td> <td>-</td> <td>-</td> </tr> <tr> <td>Kaohsiung Office</td> <td>0.23</td> <td>0.22</td> </tr> <tr> <td>Total</td> <td>218.85</td> <td>244.77</td> </tr> </tbody> </table> <p>Note: The statistics of 2025 have not yet been verified by an external third-party.</p> <p>◎The recycling status of the wastewater reuse Unit: megaliters</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Tap water consumption</td> <td>175.44</td> <td>201.47</td> </tr> <tr> <td>Reclaimed water consumption</td> <td>110.12</td> <td>121.99</td> </tr> <tr> <td>Reuse rate</td> <td>62.77%</td> <td>60.55%</td> </tr> </tbody> </table> <p>Coverage:Taiwan Taoyuan plants area_plant 1.</p> <p>Note:The statistics of 2025 have not yet been verified by an external third-party.</p> <p>3. Waste Management: All waste generated during operations is properly handled in accordance with applicable regulations. In addition to source reduction and the identification of alternative materials to minimize waste generation, the Company adopts circular economy principles by promoting recycling and reuse of waste as an alternative to conventional disposal methods. The Company continues to optimize waste reduction and treatment processes, effectively transforming waste into reusable resources and fulfilling its environmental</p>	Tap water volume	2024	2025	Headquarters	41.59	41.72	Plant 1	175.44	201.47	Hsinchu Office	1.58	1.36	Taichung Office	-	-	Kaohsiung Office	0.23	0.22	Total	218.85	244.77	Year	2024	2025	Tap water consumption	175.44	201.47	Reclaimed water consumption	110.12	121.99	Reuse rate	62.77%	60.55%	
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			<p>responsibilities. A target has been set to maintain a waste recovery rate of 65% for the period from 2026 to 2028.</p> <p>◎Waste discharge and disposal</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2"></th> <th colspan="2" style="text-align: right;">Unit:tons</th> </tr> <tr> <th colspan="2">Year</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Domestic Waste</td> <td>Incineration</td> <td>102.59</td> <td>144.40</td> </tr> <tr> <td>Recycle</td> <td>46.30</td> <td>52.79</td> </tr> <tr> <td rowspan="3">General Industrial Waste</td> <td>Incineration</td> <td>61.91</td> <td>72.76</td> </tr> <tr> <td>Regenerate</td> <td>31.61</td> <td>41.73</td> </tr> <tr> <td>Reuse</td> <td>4.29</td> <td>5.83</td> </tr> <tr> <td rowspan="3">Hazardous Industrial Waste</td> <td>Auxiliary Fuel</td> <td>16.59</td> <td>62.02</td> </tr> <tr> <td>Incineration</td> <td>9.88</td> <td>5.43</td> </tr> <tr> <td>Regenerate</td> <td>190.32</td> <td>76.46</td> </tr> <tr> <td></td> <td>Reuse</td> <td>261.68</td> <td>416.58</td> </tr> <tr> <td colspan="2" style="text-align: center;">Total</td> <td>725.17</td> <td>878.18</td> </tr> <tr> <td colspan="2" style="text-align: center;">Recycling Rate%</td> <td>75.95%</td> <td>74.65%</td> </tr> </tbody> </table> <p>Data source: Taoyuan Plant. Note: The statistics of 2025 have not yet been verified by an external third-party.</p>			Unit:tons		Year		2024	2025	Domestic Waste	Incineration	102.59	144.40	Recycle	46.30	52.79	General Industrial Waste	Incineration	61.91	72.76	Regenerate	31.61	41.73	Reuse	4.29	5.83	Hazardous Industrial Waste	Auxiliary Fuel	16.59	62.02	Incineration	9.88	5.43	Regenerate	190.32	76.46		Reuse	261.68	416.58	Total		725.17	878.18	Recycling Rate%		75.95%	74.65%	
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<p>IV. Social Issues</p> <p>(I) Has the Company developed its policies and procedures in accordance with the laws and International Bill of Human Rights?</p>	✓		<p>(I) The Company complies with local regulations at all its global operating locations as well as internationally recognized human rights conventions. With reference to the International Labor Organization Tripartite Declaration of Principles, the Universal Declaration of Human Rights, and the United Nations Global Compact, the Company has established its Human Rights Policy. For details, please refer to Section II, (V- II) “CHPT Human Rights</p>	No deviation was found																																															

Promote item	Implementation status			Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
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			<p>Policy.” The authority responsible for human rights policy management is the Social (S2) Group under the Sustainable Development Implementation Committee, which provides guidance, while execution is undertaken by the Human Resources Department. The Company is committed to fostering a friendly, equitable, and inclusive workplace, enabling employees to work and grow in a positive environment. It actively promotes gender equality, respects freedom of association, supports disadvantaged groups, prohibits child labor, and eliminates all forms of forced labor, unlawful discrimination, and workplace harassment. In addition, the Company ensures equal employment opportunities and convenes regular labor-management meetings to facilitate communication and promote harmonious labor relations.</p> <p>The Company continuously pay attention to and organize education and training relating to human rights protection. Apart from facilitating employees to understand and get aware of the relevant concepts of human rights, the Company also aim to enhance their legal compliance so as to reduce the likelihood of relevant risks. For example, the Company organize orientation education and training and sexual harassment prevention course for new employees and establish the workplace bullying prevention mechanism. Additionally, to protect the workplace safety of employees, the Company arrange occupational safety courses to protect their workplace safety. These education and</p>	

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(II) Does the Company formulate and implement reasonable employee benefit measures (including remuneration, vacation and other benefits, etc), and appropriately reflect the results of operating performance in employees' profit sharing?	✓		<p>training courses include fire safety, emergency response, first responder, general safety and health, plant safety, and supervisor safety.</p> <p>For persons of different status, including general employees, indigenous peoples, persons with disabilities, pregnant and breastfeeding employees, contractors, and the client's employees, apart from communicating and assessing various human rights issues through multiple exclusive channels, the Company also established relevant mitigation measures to reduce human rights risk. For example, in gender equality, in addition to establishing the Regulations for Prevention of Sexual Harassment in accordance with the Labor Standards Act to prevent and address gender equality issues, the Company also create and optimize a women-friendly workplace environment, such as the breastfeeding (lactation) room and pregnancy parking space, and plan and implement a maternity protection program.</p> <p>(II) The Company has established and implement reasonable employee benefits (including salary, leave, and other benefits) and appropriately reflect operational performance or outcomes to employee remunerations.</p> <p>Upholding the principle of co-engagement with sustainable operations and profit sharing with employees, the Company fairly share profit with employees to create a win-win virtuous circle. Employee remuneration includes the monthly salary, bonus issued</p>	

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	Yes	No	Summary description	
			<p>to employees every six months based on the achievement in operational targets, and the employee reward issued based on the Company's operational outcomes. Employee bonus and reward will be distributed after the Board's approval of the distribution method of proposed by the Remuneration Committee. The amount of employee bonus and reward will be determined based on the duty, contribution, and performance of respective employees. Salaries paid to employees comply with the relevant laws and regulations, including the basic wage, overtime pay, and statutory benefits. Our overtime pay is even better than the regulatory requirements. The Company values same pay for the same job and hold personnel evaluation meeting regularly to review and continuously optimize the relevant human resources policies, such as the remuneration policy, to ensure internal equality and external competitiveness.</p> <p>The Company has established an Employee Welfare Committee, through which all employees are entitled to various welfare benefits and programs.</p> <p>The Company also places great emphasis on workplace diversity and equality, with the goal of ensuring equal pay for equal work and equal opportunities for promotion regardless of gender. It maintains that more than 20% of managerial positions are held by women, thereby fostering inclusive and sustainable economic growth. In 2025, female employees accounted for 34% of the</p>	

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(III) Does the Company provide employees with a safe and healthy work environment? Are employees trained regularly on safety and health issues?	✓		<p>general workforce, while female managers represented 22% of total managerial positions. Among them, women accounted for 25% of managerial roles and 12.77% of mid-to-senior level management positions.</p> <p>The Company is committed to maintaining a positive working environment and providing comprehensive physical and mental well-being support for employees of diverse backgrounds, including: (1) Achieving a 100% target for the employment of persons with disabilities, with tailored job roles and workplace facilities designed to meet their needs; and (2) Promoting female empowerment within a friendly workplace, ensuring that employees of all genders can work with confidence and peace of mind.</p> <p>(III) The Company regularly engages independent third parties to monitor and report environmental activities. The Company also organizes annual employee health checkups and regular health promotion seminars.</p> <p>1. Occupational Environment Monitoring: To ensure employees are protected from the hazards of harmful substances in the workplace and to provide employees with a healthy and comfortable working environment, we conduct regular occupational environment monitoring twice a year, along with two additional monitoring sessions for new or modified work environments, totaling four monitoring sessions annually. This monitoring allows us to assess the exposure levels of our</p>	

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			<p>colleagues and adjust the working environment accordingly in real-time to prevent occupational diseases and create a zero-accident environment.</p> <p>Organized 566 sessions of Occupational Safety Series Training Courses for 4,667 participants in 2025.</p> <p>2.The company has been certified with the ISO45001 Occupational Safety and Health Management System certification (Valid until 7/18/2028), covering both our factory and operational headquarters, as we continue to strive towards our goal of achieving zero workplace accidents.</p> <p>3.The disablement injury frequency rate was zero in 2024 and 2025, indicating the effective enhancement of our safety culture, occupational accident prevention advocacy, and reinforcement of employee safety awareness. We conduct thorough reviews of occupational accidents, propose improvement measures, promptly revise automated checklists, conduct machine safety interlock component checks, advocate for accident safety and health cases, and proactively monitor the physical and mental well-being of injured colleagues, conduct return-to-work assessments, and ensure the safety of colleagues during work hours.</p> <p>Since 2022, high-risk operation regulations have been implemented, providing educational promotion regarding signage for high-risk operations, operation management personnel, and protective equipment requirements, supplemented by operational inspections to ensure implementation and reduce</p>	

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(IV) Has the Company implemented an effective training program that helps employees develop skills over their career?	✓		<p>occupational accident rates.</p> <p>4. The Company strictly implements hot work control procedures and chemical management within its facilities. All equipment heaters are required to be equipped with dual over-temperature protection mechanisms. No fire incidents occurred in 2025.</p> <p>◎Occupational accident statistics table:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>disablement injury frequency rate</td> <td>0.73</td> <td>0</td> <td>0</td> </tr> <tr> <td>Number of occupational accidents (cases)</td> <td>2</td> <td>1</td> <td>3</td> </tr> <tr> <td>Total number of injuries/losses</td> <td>2</td> <td>0</td> <td>0</td> </tr> <tr> <td>Ratio to total number of employees</td> <td>0.19%</td> <td>0%</td> <td>0%</td> </tr> </tbody> </table> <p>Note: Three occupational injury incidents involving on-site personnel occurred during the year; however, none resulted in lost workdays due to disability. Accordingly, the total number of lost-time injuries and the disabling injury frequency rate were both zero.</p> <p>(IV) The Company has established a full-time human resources unit based on the competence model. The Company has also established the career and competence development system based on the career development path of employees. Through the performance evaluation conducted every six months, the Company encourages supervisors to communicate the personal development roadmap with subordinates. A unit may request for professional training courses based on the competence divides during the annual</p>	Year	2023	2024	2025	disablement injury frequency rate	0.73	0	0	Number of occupational accidents (cases)	2	1	3	Total number of injuries/losses	2	0	0	Ratio to total number of employees	0.19%	0%	0%	
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(V) Does the Company comply with the relevant laws, regulations, and international standards for customer health and safety, customer privacy, marketing and labeling of products and services, and develop relevant consumer or customer protection policies and complaint procedures?	✓		<p>education and training plan investigation. Additionally, the Company have planned career development roadmaps for key roles and established an effective career and competence development system and relevant training courses.</p> <p>Training includes new employee orientation, advanced professional competency training, digital transformation training, and entry-level, middle, and senior management training to help colleagues continuously improve through diverse learning methods and develop key skills. In 2025, career training totaled 786 participants with 1,440 total hours.</p> <p>(V)The Company has complied with the relevant intellectual property regulations and international guidelines with regards to customers' health and safety, customers' privacy, marketing and labeling of products and services for the protection of its own interests and those of customers.</p> <p>To protect customer interests, the Company has established "Regulations for Handling Customer Complaints" to provide effective complaint channels. Customers can file complaints through various methods including telephone, e-mail, and feedback during visits by sales or customer service personnel. Relevant departments complete customer complaint reports and respond to customers within 7 working days of receiving complaints. Additionally, the Company conducts regular annual customer satisfaction surveys to understand customer satisfaction</p>	

Promote item	Implementation status			Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
(VI) Does the Company formulate a supplier management policy that requires suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and their implementation?	✓		<p>in five areas: quality, cost-performance, technology, delivery time, and after-sales service, to provide customers with the best products and services.</p> <p>(VI)The Company has established a sustainable procurement policy covering environmental protection, occupational safety and health, and labor and human rights–related issues. Suppliers are required to comply with such policy, and are also encouraged to require their downstream suppliers, contractors, and service providers to acknowledge and adhere to the same standards. The implementation of supplier management is described as follows:</p> <ol style="list-style-type: none"> 1. Introduce new suppliers: When developing new suppliers, new supplier surveys will be conducted, including review of written materials or on-site machine inspections, to assess the supplier’s production lines, operational conditions, and overall business status. 2. Periodic evaluation: Quality, cost, delivery, service, management and technology are evaluated quarterly for the main raw material suppliers to ensure that all items can meet the needs of the plant. 3. Performance Evaluation, Incentives, and Disciplinary Measures: Suppliers with excellent performance will be publicly commended at the supplier meeting and listed as priority procurement targets. After regular evaluation and counseling, if they are still high-risk suppliers, and if they fail to improve within the time limit, the transaction frequency or amount will 	

Promote item	Implementation status			Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
			<p>be reduced.</p> <p>4. CHPT requires its suppliers to comply with sustainable standards through the “Statement of the Code of Ethics and Business Conduct.” This includes prohibitions on child labor, discrimination, and forced labor, as well as commitments to integrity management practices. In 2025, a total of 726 suppliers involved in transactions signed the “Statement of the Code of Ethics and Business Conduct.”</p> <p>5. Purchasing units carry out "Sustainable Procurement Policy," "Supplier Code of Conduct," "Principles of Ethical Corporate Management," "Information Security Policy Publicity," "Non-Use of Conflict Minerals," "Compliance with International RoHS Environmental Protection Standards," "About Reporting” and various international social responsibility standards through questionnaire surveys, Company official website or supplier meeting every year.</p>	
V. Does the Company prepare its non-financial reports such as its Sustainability Report in accordance with the internationally-used reporting standards or guidelines? Have such reports been assured, verified, or certified by a third party?	✓		The Company has prepared its reports in accordance with the GRI Standards published by the Global Reporting Initiative (GRI), and its 2024 sustainability report has been prepared in accordance with the “core options” of the GRI Standards. The report information also corresponds to domestic and international standards, such as the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies, UN Sustainable Development Goals (SDGs), Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB). The said report has been verified by third-	No deviation was found

Promote item	Implementation status			Deviation and the causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
			party certification body AFNOR Asia Ltd. in accordance with the Moderate Assurance in Type 1, AA1000AS v3.	
VI. If the Company has established Sustainable Development principles in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please describe its current practices and any deviations from the Best Practice Principles: The Company has established the “Sustainable Development Best Practice Principles” for the reference of implement sustainable development. It has been operated in compliance with the spirit of the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”,				
VII. Other information useful to the understanding of Sustainable Development: The Company has set up an “ESG” section on the corporate website.				

(V- I) Risk assessment and risk management strategy for material issues:

Material Issue	Risk Assessment item	Significance to CHPT	Policy or Strategy for Risk Management
Corporate Governance	Corporate Governance	Transparent and sound corporate governance is of critical importance to the Company, as it facilitates sustainable development and ensures that the rights and interests of all stakeholders are fully protected and maximized.	<ul style="list-style-type: none"> • Improve the quality of information disclosure by periodically reporting to stakeholders the Company’s accomplishment, outlook, actual governance achievement over the open platform. • Hold Board Meetings periodically to optimize governance-related regulations of the Company. • Strengthen the Board’s competence by arranging governance-related courses for directors regularly.
	Operational Performance	Strives to achieve industry leadership through technological innovation, enhances product value to deliver satisfactory services to customers, and maintains strong relationships with investors to reinforce corporate governance, thereby achieving long-term profitability and stable growth.	<ul style="list-style-type: none"> • Constantly engage in technology innovation and pursue industry leadership to acquire long-lasting profit and steady growth. • Increase product value and provide customers with satisfactory service quality. • Maintain sound investor relationships and strengthen corporate governance.
	R&D and Innovation	The significance of the Company’s research and development (R&D) lies in its continuous investment in forward-looking technologies and innovative applications, as well as the cultivation of R&D talent, to ensure advantages in product design and system management, thereby promoting the inheritance and advancement of corporate culture and professional expertise.	<ul style="list-style-type: none"> • Maintain constant R&D of visionary technologies and innovative applications and enforce product design, R&D, and system management. • Engage in active cultivation of R&D talent and reward outstanding R&D talents for excellent performance to ensure the continuation of corporate culture and professional knowledge.
	Supplier Management	Suppliers and contractors are important strategic partners of CHPT. The Company maintains strong collaborative relationships with them and jointly promotes sustainable supply chain management to foster mutual growth and shared prosperity within the industry.	<ul style="list-style-type: none"> • New suppliers are introduced to sign the Statement of the Code of Ethics and Business Conduct and Social Responsibility Risk Assessment. • The risk assessment of major suppliers includes social responsibility risks. • Publicize corporate social responsibility to the suppliers and request them to sign the statement of the Code of Ethics and Business Conduct and comply with the Cod of Ethics and Business Conduct.
Environmental	Energy Management	To mitigate the impacts of climate change on the environment and ecosystems, the Company has initiated carbon reduction programs starting from energy management, including equipment upgrades, optimization of operational models, and enhancement of employees’ energy-saving awareness, in order to achieve electricity-saving targets.	<ul style="list-style-type: none"> • Improve process and equipment for energy conservation through environmental objectives and improvement programs. • Set, periodically review, and make continual improvement of energy conservation KPIs. • Arrange awareness education on energy conservation and carbon reduction for employees.

	Waste Management	Through effective waste management practices, the Company reduces environmental burdens by implementing source identification, categorized management, waste reduction, and recycling and reuse initiatives, thereby advancing a circular economy model and enhancing its market competitiveness.	<ul style="list-style-type: none"> • Promote waste reduction at the source by encouraging reduced resource consumption, such as minimizing packaging and selecting reusable products, to decrease waste generation. • Strengthen waste classification education to enhance employees' awareness, and improve recycling systems to ensure recyclable materials are effectively reused, thereby reducing environmental impact.
	Water Resource Management	Increase the unit consumption of reclaimed water through improvement action plans to reduce water use, lower water consumption, and realize the common good with the environment to achieve business sustainability.	<ul style="list-style-type: none"> • Increase the unit consumption of reclaimed water through environmental objective improvement plans to reduce water use and lower water consumption. • Set, periodically review, and make continual improvement of energy conservation KPIs.
Social	Talent Development	Constantly maintain an innovative and growing workplace environment for employees to make continual self-improvement in competencies in order to bring nonstop growth momentum to the Company.	<ul style="list-style-type: none"> • Establish the annual training plan and unfold a diversified education and training system for employees to receive education and training plan with more resources. • Arrange competency-specific training and practice the job transfer and promotion system.
	Employee Rights and Interests	Value employee rights, interests, and benefits to ensure fair workplace treatment. CHPT is committed to building a friendly workplace environment to boost the organizational commitment of employees.	<ul style="list-style-type: none"> • Hold periodical labor-management meetings, encourage employees to express their opinions, and establish protection regulations to keep them safe against retaliation for employees to feel free to express their opinions. • Establish sound regulations to protect the rights and interests of employees and actively address employee feedback.
	Occupational Safety	Zero workplace accident is one of CHPT goals and establish a safe work environment is its responsibility. A safety workplace is built through occupational safety management, education and training, and policy publicization to ensure the health and safety of employees.	<ul style="list-style-type: none"> • Inventory process noise measurement of each process within the plant every six months. • Arrange special health checkup every year. • Implement operation environment monitoring every six months. • Implement radiation film monitoring each month. • Arrange self-inspection audit every week. • Identify legal and regulatory change each month. • Hold HSE Committee meeting quarterly. • Education and training for emergency response personnel each year. • At least one plant evaluation drill each year.

(V- II) Human Rights Policy of CHPT:

1. Purpose: “People-oriented, treating every individual with care” is the Company’s commitment to all employees. The Company is dedicated to providing a workplace that is dignified, safe, and healthy. We abide by the local laws and regulations of each location of operations around the world, and refer to the International Labor Office Tripartite Declaration of Principles, the UN Universal Declaration of Human Rights, and the UN Global Compact and other related conventions to promote internal human rights policies and measures, and create a friendly, equal, and free workplace on an ongoing basis.
2. Scope of Application: The Human Rights Policy applies to the Company and its affiliated entities. The Company also expects its subsidiaries, investee companies, business partners, and suppliers to uphold the same standards and comply with the spirit and fundamental principles of this policy.
3. Commitments and Implementation: CHPT is highly concerned about the following human rights in accordance with our operational programs and characteristics, and proposes strategies to facilitate the implementation of relevant internal action plans, which are integrated into the corporate culture and value chain:
 - (1) The Company emphasizes the promotion of labor rights and business ethics policies through platforms such as work rules, document management systems, and internal communication channels. It also conducts regular reviews and continuous improvements of related systems to safeguard labor rights and ensure that all employees are treated with dignity, respect, and fairness. Through various preventive measures and protective equipment, we continue to improve the safety and hygiene conditions of the work environment, strive to reduce the risk of occupational accidents, and set up complaint and handling procedures for incidents of unlawful assault and sexual harassment to protect the rights and interests of all employees and create a friendly workplace environment.
 - (2) All employment contracts entered into with employees comply with applicable labor and human rights regulations in Taiwan. Such contracts clearly stipulate that the employment relationship is established based on mutual consent. Any adjustments to employees’ roles due to business needs are carried out only after obtaining employees’ agreement. The Company strictly prohibits all forms of forced labor and any practices that may lead to child labor.
 - (3) Employees are paid in accordance with all relevant wage and salary-related laws and regulations, including the minimum wage, overtime and statutory benefits, while overtime pay is paid in a manner that exceeds the legal requirements. The Company clearly stipulates in the Work Rules that the daily working hours shall not exceed 12 hours, and the weekly working hours shall not exceed seven days. The monthly overtime limit is 46 hours, and the relevant norms are regularly promoted in labor-management meetings. The Company upholds the principle of equal pay for equal work and conducts periodic reviews of its compensation system to ensure internal equity and external competitiveness.
 - (4) CHPT’s Work Rules set out a series of measures for protecting female employees, especially those who are pregnant, including not working at night and not engaging in dangerous work, etc., and protecting the safety of female workers working at night. We also strictly prohibit inhumane treatment of employees and any form of sexual harassment, violence, corporal punishment, mental or physical oppression, or verbal insults and discrimination.
 - (5) We respect employee and customer data privacy, and our collection and use of data comply with regulatory requirements.
 - (6) CHPT has the responsibility to spread awareness of respecting human rights to its supply chains and partners. We expect suppliers and partners to hold themselves to the same high standards concerning human rights issues, such as labor conditions and conditions,

occupational safety and health, etc., as well as evaluate measures to reduce potential human rights risks along the value chain, in hopes that our value chain partners can work together with us to implement human rights management.

4. Human Rights Protection Training: The Company remains committed to human rights protection issues by promoting education and training programs to enhance awareness and reduce the likelihood of related risks.
 - (1) Orientation Training for New Employees: Provides guidance on compliance with human rights-related laws and regulations, as well as the Company's internal communication framework, to enhance employees' awareness of human rights.
 - (2) Sexual Harassment Prevention Training: Assists employees in understanding the concept of sexual harassment, methods of prevention, and the Company's procedures for handling such incidents.
 - (3) Workplace Bullying Prevention Awareness: assist employees to understand workplace bullying, know how to avoid bullying behavior, and jointly create a friendly working environment that is willing to communicate and open management.
 - (4) Comprehensive Occupational Safety Training Programs: Provides tailored training based on potential workplace scenarios for different categories of employees, including fire safety, emergency response, first aid, general occupational safety and health, plant safety, and supervisory safety training.

(VI) Implementation of Climate-Related Information:

Item	Implementation Status
<p>1. Description of the Board of Directors' and Management's Oversight and Governance of Climate-Related Risks and Opportunities</p>	<p><u>Board of Directors: Highest Supervisory Body for Climate Change Management</u> The Company has established a three-tier governance structure comprising “Board oversight, committee review, and execution by responsible units.” The Board of Directors serves as the highest supervisory body for climate change management and is responsible for approving sustainability strategies, objectives, and material matters (including economic, environmental, and social impacts).</p> <ul style="list-style-type: none"> • Oversight Mechanism: The Board convenes at least once per quarter to review operational performance, key strategic issues, and risk management. Its oversight scope includes reviewing annual risk management reports, implementation reports, and audit reports to ensure the effective execution of climate-related risk management systems. • Performance Monitoring: The Sustainable Development Committee reports climate-related operational performance to the Board on a regular annual basis (reports were presented on April 29 and October 28, 2025), enabling periodic review of ESG impacts, performance achievements, and strategic objectives. • Climate Risk Management: The Board receives quarterly reports on greenhouse gas inventory planning and implementation to ensure that carbon reduction progress aligns with established targets. <p><u>Chairman: Highest Authority for Sustainability and Climate Action</u> The Chairman serves as the highest authority responsible for sustainability-related matters within the Company, overseeing the approval of climate change response strategies and leading the management of climate action initiatives and targets. By guiding the executive team, the Chairman ensures that the Company’s sustainability vision is translated into concrete business policies and reports progress to the Board on an annual basis, thereby reinforcing top-level accountability.</p> <p><u>Sustainable Development Committee: Professional Review and Advisory Level</u> The Company has established a “Sustainable Development Committee” under the Board of Directors. The Committee was formally approved by the Board on February 11, 2025, and consists of five directors, including three independent directors.</p> <ul style="list-style-type: none"> • Roles and Responsibilities: Responsible for reviewing the Company’s sustainability vision, mid- to long-term strategies, management of material topics, and sustainability reports. • Operations: In 2025, the Committee convened four meetings, focusing on reviewing the implementation of sustainability strategies and the management of climate-related risks and opportunities. Its resolutions are submitted to the Board to ensure professionalism and consistency in decision-making.

Item	Implementation Status														
	<p>Sustainable Development Implementation Committee: Cross-Functional Execution Framework</p> <p>To strengthen execution capabilities, the Company has established a “Sustainable Development Implementation Committee” within the management team. The Chairman serves as the convener, and the President serves as the deputy convener, acting as a critical bridge between decision-making and implementation.</p> <ul style="list-style-type: none"> • Cross-Functional Execution: Four working groups—Environmental (E), Social (S1, S2), and Governance (G)—have been formed, comprising representatives from various departments. These groups are responsible for planning, executing, and coordinating specific action plans. • Performance Management: In 2025, the Committee convened two meetings to track progress. For any delayed items, corrective measures are formulated and submitted for review, ensuring execution efficiency and the effective achievement of environmental sustainability objectives. 														
<p>2. Description of the Impact of Identified Climate-Related Risks and Opportunities on the Company’s Business, Strategy, and Financial Performance (Short-, Medium-, and Long-Term)</p>	<p>In responding to climate-related risks, CHPT simultaneously identifies transition opportunities to enhance climate resilience. Based on defined time horizons—short term (within one year), medium term (one to five years), and long term (beyond five years)—the Company evaluates the impacts of climate-related factors on its business operations, strategic planning, and financial performance, and formulates corresponding response pathways accordingly.</p>														
	<table border="1"> <thead> <tr> <th data-bbox="593 737 739 828">Risk and Opportunity Categories</th> <th data-bbox="743 737 1032 828">Issues</th> <th data-bbox="1037 737 1144 828">Time Horizon</th> <th data-bbox="1149 737 1520 828">Impacts on Business and Strategy</th> <th data-bbox="1525 737 2065 828">Potential Financial Impacts</th> </tr> </thead> <tbody> <tr> <td data-bbox="593 837 739 1362">Transition risks</td> <td data-bbox="743 837 1032 1362"> <p>1.Regulation of greenhouse gas emissions and the implementation of carbon fees (taxes).</p> <p>2.In response to group-level and competent authorities requirements, the Company continues to formulate carbon reduction pathways and disclose its decarbonization targets.</p> </td> <td data-bbox="1037 837 1144 1362">Medium</td> <td data-bbox="1149 837 1520 1362"> <p>1.Conduct carbon inventory assessments.</p> <p>2.Analyze the inventory data to identify emission hotspots, and subsequently plan and implement reduction actions.</p> <p>3.Evaluate the use of renewable energy.</p> </td> <td data-bbox="1525 837 2065 1362"> <p>1. If greenhouse gas emissions exceed regulatory thresholds, the Company may be required to pay carbon fees and could face indirect restrictions on energy usage, resulting in increased operating costs.</p> <p>2. To achieve carbon reduction targets, the implementation of decarbonization initiatives may lead to increased capital expenditures.</p> <p>3. The implementation of carbon reduction measures, including the review of operational processes and equipment efficiency, may reduce unnecessary energy and material consumption, enhance process efficiency and yield rates, lower costs, and consequently increase revenue.</p> </td> </tr> </tbody> </table>	Risk and Opportunity Categories	Issues	Time Horizon	Impacts on Business and Strategy	Potential Financial Impacts	Transition risks	<p>1.Regulation of greenhouse gas emissions and the implementation of carbon fees (taxes).</p> <p>2.In response to group-level and competent authorities requirements, the Company continues to formulate carbon reduction pathways and disclose its decarbonization targets.</p>	Medium	<p>1.Conduct carbon inventory assessments.</p> <p>2.Analyze the inventory data to identify emission hotspots, and subsequently plan and implement reduction actions.</p> <p>3.Evaluate the use of renewable energy.</p>	<p>1. If greenhouse gas emissions exceed regulatory thresholds, the Company may be required to pay carbon fees and could face indirect restrictions on energy usage, resulting in increased operating costs.</p> <p>2. To achieve carbon reduction targets, the implementation of decarbonization initiatives may lead to increased capital expenditures.</p> <p>3. The implementation of carbon reduction measures, including the review of operational processes and equipment efficiency, may reduce unnecessary energy and material consumption, enhance process efficiency and yield rates, lower costs, and consequently increase revenue.</p>				
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Item	Implementation Status		
	Increased equipment costs		<p>1.Evaluate the energy consumption of newly purchased equipment, amortization of equipment and resale of old equipment.</p> <p>2.Carry out price inquiry, comparison or negotiation with various parties and conduct cost analysis to ensure price rationality.</p> <p>Increase in fixed asset costs due to early replacement of equipment to conserve energy.</p>
	Increased electricity consumption resulting from the adoption of new process technologies and production lines.		<p>1.Evaluate the energy consumption of newly purchased equipment, amortization of equipment and resale of old equipment.</p> <p>2.When developing new equipment, energy efficiency and carbon reduction considerations are incorporated into the R&D requirement specifications, including the evaluation of component energy consumption.</p> <p>Operating costs increased.</p>
	Uncertainty of new legislation		<p>1.Participate in seminars or presentations on laws and regulations organized by government agencies.</p> <p>2.Join associations of similar companies in the industry to discuss the enforcement of new regulations</p> <p>3.Based primarily on International Valuation Standards (IVS).</p> <p>In light of the vague approaches to enforcing new legislation, the Company needs to invest more in environmental, equipment, and manpower improvements, which in turn leads to an increase of NT\$4 million in management costs each year.</p>

Item	Implementation Status				
		Uncertainty of new legislation	Long	<p>1.The R&D Department actively seeks alternative materials and prioritizes green raw materials when selecting materials.</p> <p>2.Verify the testing data of key materials when new suppliers are introduced.</p> <p>3.Divide materials into GP and non-GP products in the materials area within factories.</p>	A globally agreed ban will lead to disruptions in the Company's key supply chain.
		Enhancing physical risk response - earthquake	Short	Planned and implemented seismic mitigation measures to enhance resilience and response capabilities against natural disasters.	In the event of an earthquake, damage may occur to buildings and equipment. In more severe cases (magnitude 4 or above), operations may be halted, which could indirectly lead to a decrease in revenue.
	Physical risks	Natural disasters caused by extreme weather conditions such as typhoons, rainstorms, floods, droughts, high temperatures, etc. Will result in power outages and traffic disruptions.	Long	<p>1.Decentralize the production or purchase of key and important raw materials.</p> <p>2.Reduce the proportion of raw materials from a single source to prevent material shortages.</p> <p>3.Require key manufacturers to prepare backup plans and establish stock level requirements.</p> <p>4.Conduct disaster and contingency investigations and regular audits of key factories and suppliers.</p>	As suppliers face traffic disruptions caused by the concentration of rainfall in the same area, raw materials cannot be delivered to factories in time, thus resulting in loss of business and goodwill as a consequence of the failure to product and delivery goods.
	Opportunities	The Company building adopts green	Medium	The low-energy consumption design of green buildings is adopted in the planning of new	Reduction in building energy consumption

Item	Implementation Status			
	building/smart building design		factories to effectively reduce the use of energy resources.	
	Process improvement reduces overall carbon emissions		Carry out intelligent process upgrade. Add energy conservation function requirements for newly purchased equipment.	Operating costs decreased. Increased revenue.
	Using recycled/green materials		1.Give priority to evaluating environmentally friendly materials when introducing new materials, and require suppliers to provide the same level of environmentally friendly materials for evaluation. 2.Predict material fluctuation trends, conduct market research and analysis, formulate purchase quantities, and set prices based on quantity.	Enhance reputation and influence. Increase customers and revenue.
	Jointly reduce carbon with suppliers, and use manufacturers with low-carbon products and services in the factory. These manufacturers effectively manage and meet RBA requirements		1.New suppliers conduct supplier social responsibility risk assessment. 2.Regular evaluation: key/important manufacturers conduct supplier risk assessment, and high-risk manufacturers conduct on-site evaluation. 3.Research and development assist manufacturers of low-carbon and green raw materials, and cooperate with manufacturers.	Improve the Company's image, increase popularity, so as to increase product orders, and reduce carbon emissions in the Company's production

Item	Implementation Status		
	Use of renewable energy		Build a renewable energy system (solar energy) in the design of new factories to increase the use of green electricity and reduce carbon emissions.
	Enhancing physical risk response - drought		<p>1.Improve the efficiency and diversifying methods of water resources use to increase opportunities for water recycling and reuse.</p> <p>2.Monitor water regime information to enhance resilience to natural disasters and ability to respond.</p> <p>3.Evaluate the use of low water consumption equipment.</p>
3.Description of the Financial Impacts of Extreme Climate Events and Transition Actions	<ul style="list-style-type: none"> • Financial Impacts of Extreme Climate Events The increasing severity of extreme weather events—such as typhoons, heavy rainfall, flooding, droughts, and heatwaves—may lead to power outages and transportation disruptions. These events can damage corporate infrastructure and plant facilities or interrupt overall logistics operations, resulting in direct property losses, delays in product delivery, and adverse impacts on customer relationships, thereby increasing operational pressure on the Company. • Financial Impacts of Transition Actions Under transition risks, the shift toward a low-carbon economy involves extensive changes in policies and regulations, technologies and products, as well as market dynamics. Within the assessed time horizon, the Company may face greenhouse gas regulations, carbon pricing mechanisms, increased energy demand for new technology development, renewable energy regulatory requirements, and the implementation of energy-saving and carbon reduction initiatives. These include measures to reduce energy consumption, water usage, and promote waste recycling and reuse, as well as enhancing energy efficiency and planning the installation of renewable energy facilities to address such transition risks. The implementation of these initiatives is expected to increase capital investment and operating costs, thereby impacting the Company’ s financial performance. 		

Item	Implementation Status
<p>4. Description of How the Identification, Assessment, and Management Processes of Climate-Related Risks Are Integrated into the Overall Risk Management Framework</p>	<p>The Company regards risk management as a fundamental pillar of corporate governance and sustainable operations. It has established a hierarchical, top-down risk management mechanism and fully integrates climate-related risks into its overall risk management framework to ensure that climate issues are systematically identified, assessed, and managed within operational decision-making and daily management processes.</p> <p><u>Overall Risk Management Governance Structure</u></p> <ul style="list-style-type: none"> • Board of Directors: Responsible for approving risk management policies and the overall framework, and for continuously overseeing the effectiveness of the risk management system. Climate change impacts are identified as one of the Company’s material risks. • Audit Committee: Oversees the implementation of risk management, reviews related policies and operational effectiveness, and provides recommendations for improvement where necessary. At least once annually, the Office of the President reports on the overall execution of risk management to the Board and the Audit Committee. • Senior Management (Office of the President): In accordance with directions approved by the Board, responsible for formulating risk management policies and procedures, establishing operational mechanisms, regularly reviewing implementation effectiveness during management meetings, proposing improvement measures, and facilitating cross-departmental coordination and execution. • Department Heads at All Levels: Responsible for conducting day-to-day risk identification, assessment, and control within their respective functions, and for regularly consolidating and reporting risk information upward. <p>Under this governance structure, climate-related risks (including physical and transition risks) are not managed independently but are integrated alongside operational, financial, and strategic risks within a unified risk management system.</p> <p><u>Integration of Climate Risk Identification, Assessment, and Management Processes</u></p> <p>The Company adopts a systematic, annual cycle approach to incorporate climate risk identification and assessment into its overall risk management process:</p> <ul style="list-style-type: none"> • Annual Risk Identification and Assessment: Each year, the Company reassesses climate-related physical risks (e.g., extreme weather events, supply chain disruptions, sea-level rise) and transition risks (e.g., regulatory changes, technological shifts, changes in market demand, and reputational risks). It also evaluates climate-related opportunities and formulates corresponding strategies and action plans. • Greenhouse Gas Inventory and Third-Party Verification: As a key basis for identification and assessment, the Company conducts regular greenhouse gas inventories and engages third-party verification. The results serve as quantitative data inputs for climate risk assessment and are incorporated into the overall risk assessment matrix alongside other operational risk factors.

Item	Implementation Status																					
	<ul style="list-style-type: none"> Standardized Processes and Periodic Reviews: Climate risk assessments follow standardized procedures consistent with the overall risk management framework. Through quarterly review meetings and cross-functional discussions, climate risks are evaluated in parallel with other business risks. <p><u>Organizational-Level Execution Integration</u></p> <ul style="list-style-type: none"> Each primary unit (including the Occupational Safety and Health Center) identifies climate-related risk factors within its operational processes and establishes corresponding risk indicators and preventive measures. Supervisors at all levels are required to prudently assess climate risks within their areas of responsibility, implement routine control measures, and report execution status on a regular basis. This forms a bottom-up flow of risk information that aligns with top-down policy guidance, ensuring effective integration and execution. 																					
<p>5.If scenario analysis is used to assess resilience against climate change risks, the scenarios, parameters, assumptions, analytical factors, and key financial impacts shall be disclosed.</p>	<ul style="list-style-type: none"> Scenarios and Parameters: In accordance with the recommendations of the TCFD, a Business-as-Usual (BAU) scenario and a 2 °C scenario were adopted to evaluate the impacts arising from different greenhouse gas (GHG) emission control pathways. In addition, parameters from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) were applied, including SSP5-8.5 and SSP1-2.6, to assess potential future impacts on the Company’ s operations. Appropriate mitigation and adaptation strategies were further developed based on the assessment results to formulate responsive measures. Assumptions and Analytical Factors: Under the assumption of rising global temperatures, climate projections for Taiwan indicate a continuous increase in annual average temperatures across all regions, along with an upward trend in the maximum number of consecutive dry days. These changes are expected to have material impacts on the Company’ s operations. <table border="1" data-bbox="636 933 2033 1177"> <thead> <tr> <th rowspan="2">Scenario \ Time Horizon</th> <th colspan="2">SSP5-8.5 Extremely High Emissions Scenario</th> <th colspan="2">SSP1-2.6 Low Emissions Scenario</th> </tr> <tr> <th>Annual Average Temperature Increase</th> <th>Annual Maximum Continuous Rainless Day</th> <th>Annual Average Temperature Increase</th> <th>Annual Maximum Continuous Rainless Day</th> </tr> </thead> <tbody> <tr> <td>Mid-century</td> <td>1.6°C</td> <td>6.4 days</td> <td rowspan="2">1.0°C</td> <td rowspan="2">3.6 days</td> </tr> <tr> <td>End of the century</td> <td>3.5°C</td> <td>10.6 days</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Assessment of Key Financial Impacts under Different Scenarios: <table border="1" data-bbox="636 1230 2033 1348"> <thead> <tr> <th>Scenario</th> <th>Estimated Potential Financial Impacts</th> </tr> </thead> <tbody> <tr> <td>Drought and High Temperatures</td> <td>Extra load is exerted on the water system and power operation equipment, while maintenance cost increases.</td> </tr> </tbody> </table>	Scenario \ Time Horizon	SSP5-8.5 Extremely High Emissions Scenario		SSP1-2.6 Low Emissions Scenario		Annual Average Temperature Increase	Annual Maximum Continuous Rainless Day	Annual Average Temperature Increase	Annual Maximum Continuous Rainless Day	Mid-century	1.6°C	6.4 days	1.0°C	3.6 days	End of the century	3.5°C	10.6 days	Scenario	Estimated Potential Financial Impacts	Drought and High Temperatures	Extra load is exerted on the water system and power operation equipment, while maintenance cost increases.
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Item	Implementation Status															
	SSP5-8.5 Extremely High Emissions Scenario		Reduced cooling efficiency of HVAC systems may adversely affect production processes, potentially resulting in increased operating costs and decreased revenue.													
		Renewable Energy Deployment	Increased operation and maintenance (O&M) costs are expected, along with a reduction in equipment useful life by approximately 30%–50%. As a result, annual operating costs are projected to increase by approximately NT\$4.5 million.													
	SSP1-2.6 Low Emissions Scenario	Drought and High Temperatures	The costs associated with implementation and ongoing operation and maintenance have no material impact on the Company's financials.													
		Renewable Energy Deployment														
6. If a transition plan has been established to address climate-related risks, please describe the content of the plan, as well as the metrics and targets used to identify and manage physical risks and transition risks.	<table border="1"> <thead> <tr> <th data-bbox="584 624 808 671">Risks</th> <th data-bbox="808 624 1312 671">Transition Plan</th> <th data-bbox="1312 624 1648 671">Indicator</th> <th data-bbox="1648 624 2089 671">Goals</th> </tr> </thead> <tbody> <tr> <td data-bbox="584 671 808 1302">Physical Risk - Drought and High Temperatures</td> <td data-bbox="808 671 1312 1302"> 1. Water planning and efficiency management to establish and improve the water regime monitoring mechanism and emergency response procedures. 2. Through proactive inspections, potential asset damage is identified at an early stage, enabling expedited restoration and repair, thereby mitigating operational disruptions and losses arising from related incidents. 3. The new factories are incorporated green building design concepts, focusing on energy conservation, resource recycling, and renewable usage. </td> <td data-bbox="1312 671 1648 1302"> 1. Frequency of emergency response drills. 2. Frequency of asset inspections. 3. Green building certification for new facilities. </td> <td data-bbox="1648 671 2089 1302"> 1. Relevant emergency response drills are conducted on a regular basis. Asset inspections are performed periodically. 2. Asset inspections are performed periodically. 3. The new facility is expected to obtain green building certification in 2028. </td> </tr> <tr> <td data-bbox="584 1302 808 1428">Transition Risk - Renewable</td> <td data-bbox="808 1302 1312 1428">1. The investment cost of low-carbon and energy transformation has increased.</td> <td data-bbox="1312 1302 1648 1428">1. Installation of renewable energy facilities to enable</td> <td data-bbox="1648 1302 2089 1428">1. It is expected that Renewable energy facilities will</td> </tr> </tbody> </table>	Risks	Transition Plan	Indicator	Goals	Physical Risk - Drought and High Temperatures	1. Water planning and efficiency management to establish and improve the water regime monitoring mechanism and emergency response procedures. 2. Through proactive inspections, potential asset damage is identified at an early stage, enabling expedited restoration and repair, thereby mitigating operational disruptions and losses arising from related incidents. 3. The new factories are incorporated green building design concepts, focusing on energy conservation, resource recycling, and renewable usage.	1. Frequency of emergency response drills. 2. Frequency of asset inspections. 3. Green building certification for new facilities.	1. Relevant emergency response drills are conducted on a regular basis. Asset inspections are performed periodically. 2. Asset inspections are performed periodically. 3. The new facility is expected to obtain green building certification in 2028.	Transition Risk - Renewable	1. The investment cost of low-carbon and energy transformation has increased.	1. Installation of renewable energy facilities to enable	1. It is expected that Renewable energy facilities will			
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Transition Risk - Renewable	1. The investment cost of low-carbon and energy transformation has increased.	1. Installation of renewable energy facilities to enable	1. It is expected that Renewable energy facilities will													

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	Energy Deployment	2. Enhancement and optimization of equipment performance, implementation of electricity usage planning and energy efficiency management, and promotion of energy conservation to reduce costs. 3. The new plant is integrated with green building design to reduce energy consumption.	self-generation and self-consumption of electricity. 2. Green building certification for new facilities.	commissioned for power generation in 2028, reducing reliance on grid electricity. 2. The new facility is expected to obtain green building certification in 2028.
7.If internal carbon pricing is used as a planning tool, the basis for determining the price should be disclosed.	None.			
8.If climate-related targets have been established, the Company should disclose the scope of activities covered, the greenhouse gas emission scopes included, and the planned timeline with annual progress toward achievement. If carbon offsets or Renewable Energy Certificates (RECs) are used to meet such targets, the sources and quantities of emission reductions offset, or the number of RECs utilized, should also be disclosed.	None.			
9.Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and specific action plans.	Please refer to Section II, (VI-I) “Greenhouse Gas Inventory and Assurance Status for the Most Recent Two Years” and (VI-II) “Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans” for further details.			

(VI-I)Greenhouse Gas Inventory and Assurance Status for the Most Recent Two Years

1. Greenhouse Gas Inventory Information

Disclose the greenhouse gas emissions for the most recent two years (in metric tons of CO₂e), Intensity (metric tons of CO₂e per NT\$ million), and the scope of data coverage.

In accordance with the Sustainable Development Roadmap for TWSE/TPEX Listed Companies, the parent company is required to commence greenhouse gas inventory from 2025, while subsidiaries included in the consolidated financial statements are required to commence inventory from 2026. Since 2022, the Company has established a GHG inventory management system in accordance with the International Organization for Standardization standard ISO 14064-1:2018. A review of the overall GHG emissions in 2025 indicates that the primary emission hotspot is Scope 2 (purchased electricity), accounting for approximately 60% of total emissions, followed by Scope 3 (transportation and purchased goods used by the organization), which accounts for approximately 30% of total emissions. The GHG inventory data for the most recent two years have been consolidated based on the operational control approach. Details are as follows:

		2024		2025	
		Emissions (metric tons CO ₂ e)	Intensity (metric tons of CO ₂ e/NT\$ million)	Emissions (metric tons CO ₂ e)	Intensity (metric tons of CO ₂ e/NT\$ million)
Parent Company	Scope 1	1,672.8104	/	2,833.1470	/
	Scope 2	14,747.3499		14,743.0863	
	Scope 3	4,864.2233		6,830.8761	
Subsidiary	Scope 1	/		39.1684	
	Scope 2			304.8575	
	Scope 3			1,217.4454	
Total		21,283.3836	5.90	25,968.5807	5.40

• Scope 3 indirect greenhouse gas emissions are described as follows:

Category	Item	2024	2025
		Emissions (metric tons CO ₂ e)	
III	Upstream transportation and distribution	119.1924	407.9381
	Downstream transportation and distribution	68.3986	403.1460
	Business travel	55.4946	207.5830
	Employee commuting	-	504.8571
IV	Purchase goods	4,460.3175	6,228.9171
	Purchase of capital assets	-	7.5987
	Waste generated in operations	152.7578	187.4056
	Upstream leased assets	-	1.5706
	Other services	7.5659	99.3053

V	Downstream leased assets	0.4965	-
Total emissions (metric tons CO₂e)		4,864.2233	4,864.2233

2. Greenhouse Gas Assurance Information

Disclose the assurance status for the most recent two years up to the date of publication of the annual report, including the scope of assurance, the assurance institution, the standards on assurance engagement, and the assurance opinion.

Scope of assurance		2024	2025
		Emissions (metric tons CO ₂ e)	Emissions (metric tons CO ₂ e)
Parent Company	Scope 1	1,672.8104	2,833.1470
	Scope 2	14,747.3499	14,743.0863
	Scope 3	4,864.2233	6,830.8761
Subsidiary	Scope 1		39.1684
	Scope 2		304.8575
	Scope 3		1,217.4454
Total		21,283.3836	25,968.5807
% of disclosed inventory data from the aforementioned 1.		100%	100%
Assurance institution (Note1)		AFNOR Asia, Ltd.	AFNOR Asia, Ltd. DQS Taiwan Inc. CTI Certification Co., LTD.
Assurance Status		ISO 14064-3 : 2019 Reasonable Assurance / Limited Assurance	ISO 14064-3 : 2019 Reasonable Assurance / Limited Assurance
Assurance opinion		Unqualified Opinion	Unqualified Opinion

Note1: NavCore Tech. Co., Ltd. was assured by DQS Taiwan Inc.; Suzhou Precision Test Technology Co., Ltd. and Shanghai Taihua were assured by CTI Certification Co., LTD. the remaining merged entities were assured by AFNOR Asia, Ltd.

(VI-II)Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Describe the base year for greenhouse gas (GHG) emissions and the corresponding data, as well as the reduction targets, strategies, specific action plans, and the progress toward achieving such targets.

- GHG Base Year and Emissions Data: The Company has designated 2022 as the base year for GHG emissions. The emissions for each scope are as follows: Scope 1: 4,052.6793 metric tons of CO₂e;
Scope 2: 15,322.2485 metric tons of CO₂e; Scope 3: 5,455.0169 metric tons of CO₂e.
- Greenhouse Gas Reduction Strategies, and Action Plans
 - ✓ In alignment with international trends and regulatory requirements, the Company has established GHG reduction targets and conducts annual evaluations with continuous monitoring.
 - ✓ Implementation of carbon reduction initiatives, including waste reduction measures, replacement of obsolete equipment, adoption of energy-efficient technologies, and the introduction of smart control and energy management systems.
 - ✓ Development of renewable energy installation plans and sustainable, health-oriented green building projects.
 - ✓ Annual implementation of GHG inventories in accordance with ISO 14064-1:2018 to identify emission hotspots, track reduction trends, and formulate mitigation strategies.
- GHG Reduction Targets and Achievement Status
 - ✓ Short- and Medium-term Reduction Targets:
Short-term target: Achieve zero growth in carbon emissions by 2027.
Medium-term target: Reduce Scope 1 and Scope 2 GHG emissions by 8% to 15% by 2030 compared to the base year.
 - ✓ Starting from the base year of 2022, the Company conducts annual GHG inventories to continuously monitor emissions, with the objective of achieving zero growth in GHG emissions at the individual company level.

(VI) Fulfillment of ethical corporate management, and deviation and the causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies

Assessment criteria	Actual governance		Summary description	Deviation and the causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
I. Establishment of integrity policies and solutions				
(I) Are the Company's guidelines on corporate conduct and ethics provided in internal policies and disclosed publicly? Have the Board of Directors and the management team demonstrated their commitment to implement the policies?	✓		(I) The Company has established and approved via Board Meeting a set of "The Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" and explicitly stated in its "Work Rules" that all employees are bound to comply with the business ethics, uphold integrity, and carry out their duties with the utmost in honesty, discretion, and professionalism.	No deviation was found
(II) Has the Company established an evaluation mechanism for the risk of dishonest behaviors? Does the Company regularly analyze and evaluate business activities with a higher risk of dishonesty in the business scope, and formulate a plan to prevent dishonest behaviors, which at least covers Paragraph 2 of Article 7 in the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?	✓		(II) The Company has "The Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct", "Work Rules", an "Employee Reward and Disciplinary Policy", and "Corruption Reporting Policy" in place to make up a robust disciplinary and grievance system. These policies have been enforced under the "Misconduct Reporting" section of the Company's website.	
(III) Has the Company clearly specified the operating procedures, behavior guidelines, disciplinary penalties and grievance system in the plan to prevent dishonesty, and implemented it, and regularly reviewed and revised the plan?	✓		(III) Directors and managers are expected to make business decisions with the utmost integrity, and, based on the principle of interest avoidance, are required to disassociate from voting on any decision or transaction that presents a conflict that is against self-interest.	

Assessment criteria	Actual governance		Summary description	Deviation and the causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
<p>II.Enforcing ethical management</p> <p>(I) Does the company evaluate the integrity of all counterparties it has business relationships with? Are there any integrity clauses in the agreements it signs with business partners?</p> <p>(II) Has the Company set up a dedicated unit in charge of promotion and execution of the Company's corporate conduct and ethics, and reported to the Board about any operation policies, plans, and supervision on honesty, integrity, and the prevention of dishonesty on a regular basis (at least once a year)?</p>	<p>✓</p> <p>✓</p>		<p>(I) When signing a contract with another party, the Company will try its best to fully understand the other party's integrity management status, and incorporate the integrity management into the contract terms, and specify the integrity clause in the contract.</p> <p>(II) The Company appoints the Human Resources Department to be the sole responsible unit for the promotion of business integrity. It is responsible for assisting the Board of Directors and Management in the formulation and supervision of Business Integrity Procedures and Behavioral Guidelines, to ensure the implementation of ethical corporate management. Starting from 2019, the unit shall report the implementation status to the Board of Directors once a year. The Company had report the 2025 implementation status to the Board on October 28, 2025:</p> <p>1.Training of new recruits - promotion of legal knowledge including insider trading.</p> <p>2.Quarterly e-bulletins - promotion of confidentiality, intellectual property rights compliance, and conducts of integrity, colleagues are prohibited from disclosing important internal information of the Company, publicizing insider trading and short-term trading norms without authorization.</p> <p>3.Company website - principles of ethical corporate management and business integrity code of conduct for employees.</p>	No deviation was found

Assessment criteria	Actual governance		Summary description	Deviation and the causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
(III) Does the Company have any policy that prevents conflict of interest, and channels that facilitate the reporting of conflicting interests?	✓		<p>4. Organized 6 sessions of internal and external training and education related to ethical management (with topics including issues related to ethical management, gender equality, and other professional and legal issues) for 5,584 participants.</p> <p>5. Occasional seminar - Non-integrity conducts</p> <p>(1) Information security management policy</p> <p>(2) Insider trading and short-swing trading</p> <p>(3) Prohibition of external disclosure regarding Company's internal information</p> <p>6. The Company holds regular Labor-management meeting to keep employees informed of the Company's management activities, decisions and their right to express their opinions.</p> <p>(III) 1. The Sales Division serves as a contact window through which customers may query, communicate, or resolve product-related issues in a fast and effective manner. The Human Resources Division has been assigned to oversee the execution of business integrity policies, whereas the Legal unit exists to make sure that the Company's business activities are in alignment with the public interest.</p> <p>2. Directors may state opinions and answer questions, but are not allowed to participate in the discussion and voting on any agenda item that presents a conflict between the Company's interests and the interests of the Directors or the entities they represent.</p>	

Assessment criteria	Actual governance		Summary description	Deviation and the causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
<p>(IV) Has the Company established effective accounting and internal control systems for the implementation of policies, prepared audit plans according to the evaluation results of dishonest risks, and audited their execution and compliance, or hired external auditors to audit their execution and compliance?</p> <p>(V) Does the Company organize internal or external training on a regular basis to maintain business integrity?</p>	✓		<p>(IV) The Company has established an effective accounting system and internal control system. These systems are being reviewed from time to time to ensure that the design and execution continue to be effective. Compliance of the abovementioned systems is also subjected to regular inspection by internal audit personnel.</p> <p>(V) The Company has openly stated its business integrity code of conduct on the website, and constantly reminds all employees and suppliers to comprehend the underlying implications. In addition, the Company organizes legal knowledge training courses for new recruits that cover insider trading. All participants must attend return-trainings on the prevention of insider trading and confidentiality and integrity every years.</p>	
<p>III. Operation of the Whistleblowing system</p> <p>(I) Does the Company provide incentives and means for employees to report misconduct? Has the Company assigned dedicated personnel to investigate the reported misconduct?</p> <p>(II) Has the Company established standard operating procedures for investigations on reports, follow-up measures to be taken after the investigation is completed, and related confidentiality mechanisms?</p> <p>(III) Has the Company provided proper whistleblower protection?</p>	✓		<p>(I) The Company has established a “Corruption Reporting Policy” and set up a “Misconduct Reporting” section on its website. The Legal unit and Audit unit have been assigned to oversee the execution.</p> <p>(II) The Company has established a “Corruption Reporting Policy” that outlines the standard investigation procedures and confidentiality measures for handling reported misconduct.</p> <p>(III) According to the Company's “Corruption Reporting Policy”, the Legal unit and Audit unit are responsible for accepting</p>	No deviation was found

Assessment criteria	Actual governance		Summary description	Deviation and the causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
			reports of and investigating misconduct. There are measures in place to protect informants against retaliation.	
IV.Enhanced information disclosure Has the Company disclosed its integrity principles and progress on its website and MOPS?	✓		For details, please visit the Company's website at https://www.chpt.com	No deviation was found
V. If the Company has established business integrity policies in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies”, please describe its current practices and any deviations from the Best Practice Principles: The Company has been enforcing business integrity in a manner that complies with the Best Practice Principles.				
VI. Other information useful to the understanding of integrity in business dealings: None.				

(VII) Other information material to the understanding of corporate governance within the Company: None.

(VIII) Internal control

1. Declaration of the Internal Control System: Please refer to the Market Observation Post System (MOPS) website (<https://mops.twse.com.tw/mops/#/web/t06sg20>)

2.If the internal control system was reviewed by an external CPA, the result of such review must be disclosed: None

(IX) Major resolutions passed in Shareholders meetings and Board of Directors meetings held in the last year up until the publication date of this annual report:

1. Major shareholders meeting resolutions

Date of meeting	Name of meeting	Major resolutions	Current progress
May 29, 2025	Annual general meeting	To accept 2024 Business Report and Financial Statements	After voting by poll, it was approved as proposed.
		To accept 2024 earnings distribution	1.After voting by poll, it was approved as proposed. 2. July 15, 2025 was set as the ex-dividend base date, whereas August 5, 2025 was determined as the distribution date. (To distribute cash dividends at NT\$7.8 per share)
		To revise the “Articles of Incorporation”	After voting by poll, it was approved as proposed.

2. Major Board of Directors meeting resolutions

Date of meeting	Name of meeting	Agenda details and avoidance of agenda items with a conflict of interest
Feb. 11, 2025	The seventh board	The 9th meeting
		Distribution of 2024 employees’ profit sharing and directors’ remuneration
		2024 Consolidated and Standalone Financial Statements
		Appointment of certifying CPAs for 2025 and independence assessment
		2024 Declaration of Internal Control System
		2024 Business Report
		Distribution of 2024 earnings
		To revise the “Implementation Measures for Employee profit sharing”
		To revise the “Employee Performance Bonus Policy”
		To revise the “Director Remuneration Policy”
		To revise the “Articles of Incorporation”
		Details concerning the 2025 Annual Shareholders' Meeting
		Established the "Sustainable Development Committee" and formulated the "Sustainable Development Committee Charter"
		Establish North American Business Division
		2024 Second half performance bonus
		Proposal for Promotion of Manager
2024 Second half managers' performance bonus Director Shui-Ke Huang and Vice President Yi-Ping Hsu had voluntarily disassociated from discussion, and the agenda was passed as proposed by all remaining directors present at the meeting.		
Managers' entitlement to 2024 managers’ profit sharing Director Shui-Ke Huang and Vice President Yi-Ping Hsu had voluntarily disassociated from discussion, and the agenda was passed as proposed by all remaining directors present at the meeting.		

Date of meeting	Name of meeting		Agenda details and avoidance of agenda items with a conflict of interest
			The adjustment of managers' remuneration Director Shui-Ke Huang and Vice President Yi-Ping Hsu had voluntarily disassociated from discussion, and the agenda was passed as proposed by all remaining directors present at the meeting.
Apr. 29, 2025	The seventh board	The 10th meeting	2025 Q1 Consolidated Financial Statements
			2025 certifying CPA's fee
			Renewal of liability insurance for directors and managers
			2024 Sustainability Report
Jul. 29, 2025	The seventh board	The 11th meeting	2025 Q2 Consolidated Financial Statements
			Renewal of the Fab 3 Construction Plan
			Issuance of the first domestic unsecured convertible corporate bonds
			Mutual investment with Japanese company
			Increase investment in the TestPro Investment Co., Ltd.
			Employee Stock Ownership Trust
			2025 First half performance bonus
			2025 First half managers' performance bonus Director Shui-Ke Huang, Vice President Yi-Ping Hsu and Vice President Chang-Hsiu Yang had voluntarily disassociated from discussion, and the agenda was passed as proposed by all remaining directors present at the meeting.
Oct. 28, 2025	The seventh board	The 12th meeting	2025 Q3 Consolidated Financial Statements
			2026 Business Plan
			2026 Audit Plan
			2026 Sustainable Development Strategy Objectives
			Credit application with partnered bank of the Company and its subsidiary
			To revise the "Payroll Cycle"
			To revise the "Board of Directors Self-Assessment of Performance"
			Establish Artificial Intelligence Division
Dec. 31, 2025	The seventh board	The 13th meeting	The election of the chairman
			Appointment of Remuneration Committee members
Feb. 5, 2026	The seventh board	The 14th meeting	Distribution of 2025 employees' profit sharing and directors' remuneration
			2025 Consolidated and Standalone Financial Statements
			2025 Declaration of Internal Control System and its Effectiveness Assessment
			2025 Business Report
			Distribution of 2025 earnings
			Appointment of certifying CPAs for 2026 and independence assessment
			To revise the "Procedures for Acquisition and Disposal of Assets"
			To elect Directors
			Nomination of Directors (incl. Independent Directors) candidates
			To remove non-compete restrictions on new directors and their representatives
			Details concerning the 2026 Annual Shareholders' Meeting
			To revise the "Payroll Cycle"
			To revise the "Employee Performance Bonus Policy"
			2025 Second half performance bonus
			Chairman's remuneration Chairman Wei-Kuo Hong, Vice President Yi-Ping Hsu and Vice President Chang-Hsiu Yang had voluntarily disassociated from discussion, and the agenda was passed as proposed by all remaining directors present at the meeting.
			2025 Second half managers' performance bonus Director Shui-Ke Huang, Vice President Yi-Ping Hsu and Vice President Chang-Hsiu Yang had voluntarily disassociated from discussion, and the agenda was passed as proposed by all remaining directors present at the meeting.

Date of meeting	Name of meeting	Agenda details and avoidance of agenda items with a conflict of interest
		<p>meeting.</p> <p>Managers' entitlement to 2025 managers' profit sharing Director Shui-Ke Huang ,Vice President Yi-Ping Hsu and Vice President Chang-Hsiu Yang had voluntarily disassociated from discussion, and the agenda was passed as proposed by all remaining directors present at the meeting.</p> <p>The adjustment of managers' remuneration Director Shui-Ke Huang ,Vice President Yi-Ping Hsu and Vice President Chang-Hsiu Yang had voluntarily disassociated from discussion, and the agenda was passed as proposed by all remaining directors present at the meeting.</p>

(X) Documented opinions or declarations made by Directors against board resolutions in the most recent year, up until the publication date of this annual report: None.

III. Disclosure CPA's fees:

Unit: NTD thousands

Name of the accounting firm	Name of CPA	Audit period	Audit fees	Non-audit fees	Total	Remarks
PricewaterhouseCoopers	Chien-Yu Liu	1/1/2025~ 12/31/2025	1,627	610	2,237	
	Tien-Yi Li.					

(I) Details of non-audit services: The non-audit fees for the current year amounted to NT\$610,000, which were incurred for services provided by the accounting firm, including tax certification, transfer pricing documentation, professional services related to the issuance of convertible corporate bonds, and the review of salary information for non-managerial employees.

(II) Any replacement of an accounting firm that resulted in the reduction of the audit fees paid, as compared to the previous year: Not Applicable.

(III) Any reduction in audit fees by more than 10% compared to the previous year: Not Applicable.

IV. Change of CPA:

(I) Former CPAs

Date of change	Approved by Board of Directors on February 19, 2024		
Reasons and Explanation of Changes	For the enhancement of corporate governance and group management needs, the accounting firm and CPAs have been replaced. The previous accounting firm and CPAs were Deloitte & Touche and CPAs Yih-Shin Kao and Cheng-Chih Lin. Since the first quarter of 2024, they have been replaced by PricewaterhouseCoopers Taiwan and CPAs Chien-Yu Liu and Tien-Yi Li.		
State whether the Appointment is Terminated or Rejected by the Consignor or CPAs	Client		Consignor
	Status	CPA	
	Appointment terminated automatically		
	Appointment rejected (discontinued)		V
The Opinions other than Unmodified Opinion Issued in the Last Two Years and the Reasons for the Said Opinions	Not applicable		
Is there any disagreement in opinion with the issuer	Yes	-	Accounting principle or practice
		-	Disclosure of financial statements
		-	Auditing scope or procedures
		-	Others
	No	V	
	Explanation		
Supplementary Disclosure (Disclosures Specified in Article 10.6.1.4~7 of the Standards)	None		

(II) Successor CPAs

Accounting Firm	PricewaterhouseCoopers Taiwan
CPA	Chien-Yu Liu and Tien-Yi Li
Date of Engagement	Approved by Board of Directors on February 19, 2024
Prior to the Formal Engagement, Any Inquiry or Consultation on the Accounting Treatment or Accounting Principles for Specific Transactions, and the Type of Audit Opinion that Might be Rendered on the Financial Report	Not applicable
Written Opinions from the Successor CPAs that are Different from the Former CPA's Opinions	Not applicable

(III) The Reply of Former CPAs on Article 10.5.1 and Article 10.5.2.3 of the Standards:

None.

V. The Company's Chairman, President, or any managers involved in financial or accounting affairs being employed by the accounting firm or any of its affiliated companies within the most recent year: None.

VI. Details of shares transferred or pledged by Directors, managers, or shareholders with more than a 10% ownership interest in the last year up until the publication date of this annual report:

(I) Details of shares transferred or pledged by Directors, managers, or shareholders with more than 10% ownership interest

Title	Name	2025		As of March 29,2026	
		Shares held variation	Shares pledged variation	Shares held variation	Shares pledged variation
Director and major shareholder with more than 10% ownership interest	Chunghwa Investment Co., Ltd.	(167,000)	-	-	-
Chairman	Representative of Chunghwa Investment Co., Ltd.: Hong-Chan Ma (Note 1)	(32,000)	-	Not applicable	Not applicable
Chairman	Representative of Chunghwa Investment Co., Ltd.: Wei-Kuo Hong (Note 1)	-	-	-	-
Director	Representative of Chunghwa Investment Co., Ltd.: Jung-Kuei Chen	-	-	-	-
Director and President	Shui-Ke Huang	-	-	-	-
Director	Hsiang Fa Co.	(175,000)	-	-	-
Director	Representative of Hsiang Fa Co.: Wei-Ning Shen	-	-	-	-
Independent Director	Chung-Fern Wu	-	-	-	-
Independent Director	Huang-Chuan Chiu	-	-	-	-
Independent Director	Chih-Cheng Su	-	-	-	-
Vice President	Wen-Cong Li (Note 2)	-	-	Not applicable	Not applicable
Vice President	Yi-Ping Hsu	-	-	-	-
Vice President	Hsun-Tai Wei	-	-	-	-
Vice President	Chang-Hsiu Yang	-	-	-	-

Note 1: Mr. Hong-Chan Ma representatives of Chunghwa Investment Co., Ltd. resigned on December 31, 2025, and the number of shares reportedly held was stated up till this date. Mr. Wei-Kuo Hong was appointed as the representative of Chunghwa Investment Co., Ltd. on December 31, 2025

Note 2: Vice President Wen-Cong Li resigned on March 31,2025, and the number of shares reportedly held was stated up till this date.

(II) Transfer of shares by directors, managers, and major shareholders to related parties:None.

(III) Pledge of shares by directors, managers, and major shareholders to related parties: None.

VII. Names and relationships among the top ten shareholders including spouses and second degree relatives or closer:

March 29, 2026

Name	Shares held in their own name		Shares held by spouse and underage children		Total shares held in the names of others		Spouse, relative of the second degree or closer, and relationships among top 10 shareholders	
	Shares held	Shareholding percentage	Shares held	Shareholding percentage	Shares held	Shareholding percentage	Name	Relationship
Chunghwa Investment Co., Ltd.	11,062,884	33.74%	-	-	-	-	None	None
Representative of Chunghwa Investment Co., Ltd.: Yen-Chih Ting	-	-	-	-	-	-	None	None
New Labor Pension Fund	2,092,964	6.38%	-	-	-	-	None	None
Hua Nan Commercial Bank in custody of the Allianz Global Investors Taiwan Technology Fund	959,240	2.93%	-	-	-	-	None	None
Yu-Yen Lo	598,000	1.82%	-	-	-	-	None	None
Chang Hwa Commercial Bank, Ltd. in custody of the UPAMC Taiwan Growth Active ETF	591,000	1.80%	-	-	-	-	None	None
Old Labor Retirement Fund	581,338	1.77%	-	-	-	-	None	None
Allianz Global Investors Taiwan Intelligence Trends Fund	539,000	1.64%	-	-	-	-	None	None
Fubon Life Insurance Co., Ltd.	519,000	1.58%	-	-	-	-	None	None
Representative of Fubon Life Insurance Co., Ltd.: Fu-Hsing Lin	-	-	-	-	-	-	None	None
Taiwan Life Insurance Co., Ltd.	505,000	1.54%	-	-	-	-	None	None
Representative of Taiwan Life Insurance Co., Ltd.: Su-Po Hsu	-	-	-	-	-	-	None	None
Shui-Ke Huang	431,594	1.32%	255,000	0.78%	-	-	None	None

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

Unit: shares; %

Invested business (Note 1)	Held by the Company		Held by Directors, managers, and directly or indirectly controlled enterprises		Comprehensive investment	
	Shares held	Shareholding percentage	Shares held	Shareholding percentage	Shares held	Shareholding percentage
CHPT US	2,600,000	100%	-	-	2,600,000	100%
CHPT JP	600	100%	-	-	600	100%
CHPT International	5,700,000	100%	-	-	5,700,000	100%
Shanghai Taihua	-	-	-(Note 2)	100%	-(Note 2)	100%
Suzhou Precision Test Technology Co., Ltd.	-	-	-(Note 2)	100%	-(Note 2)	100%
TestPro Investment Co., Ltd.	19,500,000	100%	-	-	19,500,000	100%
NavCore Tech. Co., Ltd.	-	-	10,850,000	54.25%	10,850,000	54.25%

Note 1: Investments accounted for using the equity method.

Note 2: The entity is a limited liability company, thus no shares were issued.

Chapter Three

Funding Status

I. Capital and outstanding shares:

(I) Source of capital

1. Share categories

March 29, 2026, Unit: shares

Share categories	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Ordinary shares	32,789,022	27,210,978	60,000,000	TPEX listed shares

2. Capital and Shares

Unit: shares, NTD

Year/month	Issued price	Authorized capital		Capital Stock		Remarks		
		Shares held	Amount	Shares held	Amount	Source of capital	Paid in properties other than cash	Others
August 2005	10.00	10,000,000	100,000,000	2,500,000	25,000,000	Initial Capital Stock 25,000,000	-	Jing-Shou-Zhong-09432741050
October 2005	10.00	10,000,000	100,000,000	10,000,000	100,000,000	Issuance of Common Stock 75,000,000	-	Jing-Shou-Zhong-09433182910
October 2006	12.50	30,000,000	300,000,000	15,000,000	150,000,000	Issuance of Common Stock 50,000,000	-	Jing-Shou-Zhong-09533146510
July 2007	10.00	30,000,000	300,000,000	16,500,000	165,000,000	Retained Earnings Transferred to Capital 15,000,000	-	Jing-Shou-Zhong-09632622210
August 2007	10.00	30,000,000	300,000,000	17,500,000	175,000,000	Issuance of Common Stock 10,000,000	-	Jing-Shou-Zhong-09632838640
August 2008	10.00	30,000,000	300,000,000	18,637,500	186,375,000	Retained Earnings Transferred to Capital 11,375,000	-	Jing-Shou-Zhong-09733097370
June 2009	10.00	30,000,000	300,000,000	19,196,625	191,966,250	Retained Earnings Transferred to Capital 5,591,250	-	Jing-Shou-Zhong-09832665990
June 2011	12.02	30,000,000	300,000,000	19,396,625	193,966,250	Employee Stock Bonus 2,000,000	-	Jing-Shou-Zhong-10032245220
March 2013	10.10	30,000,000	300,000,000	20,206,625	202,066,250	Exercise of stock option 8,100,000	-	Jing-Shou-Zhong-10233310900
July 2013	10.00	30,000,000	300,000,000	21,419,022	214,190,220	Retained Earnings Transferred to Capital 12,123,970	-	Jing-Shou-Zhong-10233818330

Year/month	Issued price	Authorized capital		Capital Stock		Remarks		
		Shares held	Amount	Shares held	Amount	Source of capital	Paid in properties other than cash	Others
July 2013	13.38	30,000,000	300,000,000	21,602,022	216,020,220	Employee Stock Bonus 1,830,000	-	Jing-Shou-Zhong-10233818330
August 2014	25.00	30,000,000	300,000,000	23,002,022	230,020,220	Issuance of Common Stock 14,000,000	-	Jing-Shou-Zhong-10333684130
September 2014	50.00	30,000,000	300,000,000	28,002,022	280,020,220	Issuance of Common Stock 50,000,000	-	Jing-Shou-Zhong-10333737010
March 2016	360.00	60,000,000	600,000,000	30,789,022	307,890,220	Issuance of Common Stock 27,870,000	-	Jing-Shou-Zhong-10533359960
November 2017	1,267.33	60,000,000	600,000,000	32,789,022	327,890,220	Issuance of Common Stock 20,000,000	-	Fu-Jing-Deng-10691067990

(II) List of major shareholders: shareholders with more than 5% ownership interest or who are among the top 10

March 29, 2026

Name of major shareholder	Shares	Shares held	Shareholding percentage
Chunghwa Investment Co., Ltd.		11,062,884	33.74%
New Labor Pension Fund		2,092,964	6.38%
Hua Nan Commercial Bank in custody of the Allianz Global Investors Taiwan Technology Fund		959,240	2.93%
Yu-Yen Lo		598,000	1.82%
Chang Hwa Commercial Bank, Ltd. in custody of the UPAMC Taiwan Growth Active ETF		591,000	1.80%
Old Labor Retirement Fund		581,338	1.77%
Allianz Global Investors Taiwan Intelligence Trends Fund		539,000	1.64%
Fubon Life Insurance Co., Ltd.		519,000	1.58%
Taiwan Life Insurance Co., Ltd.		505,000	1.54%
Shui-Ke Huang		431,594	1.32%

(III) Dividend policy and execution:

1. Dividend policy stated in the Company's Articles of Incorporation:

Annual surpluses concluded by the Company is first subject to taxation and reimbursement of previous losses, followed by a 10% legal reserve. However, no further provision is needed when the legal reserve has accumulated to an amount equal to the Company's capital stock. Any surpluses remaining shall then be subject to provision or reversal of the special reserve, as the laws may require. The residual balance can then be added to undistributed earnings carried from previous years and distributed as dividends, subject to the Board of Directors' proposal and reporting at the shareholders meeting.

The Company shall allocate dividends in ways that maximize shareholders' equity, by taking into consideration a variety of factors including the competitive nature of the

local/foreign/current/future industry environment, the investment environment, and capital requirements. Each year the Board of Directors shall prepare a profit distribution proposal with resolution sought from a shareholders' meeting. After considering financial, business and operational factors, the Company may distribute the whole of distributable profits for the year. Dividends can be distributed in shares or in cash and the cash portion must be no lesser than 20% of the total dividends.

If the Company has no cumulative losses outstanding, it may distribute all or part of its legal reserve and share premium (proceeds received from shares offered in excess of the face value) back to shareholders in the form of new shares or cash at the current shareholding percentage. However, only the amount of legal reserve it can be distributed by issuing in new shares or cash for the portion in excess of 25% of the capital stock.

The Board of Directors has resolved in accordance with the articles of association. In line with the Company's financial business development goals and plans, and without consideration of other special circumstances, the Company's dividend distribution is based on the principle of distributing 40% to 50% of the current year's net income.

2. Dividend distribution proposed for the next shareholders meeting:

The Company's 2025 dividends have been proposed as follows during the Board of Directors meeting dated February 5, 2026. Once the proposal is resolved in the annual general meeting, the Chairman shall be authorized to set details such as the baseline date for dividend distribution.

Chunghwa Precision Test Tech. Co., Ltd.
Earnings Distribution Proposal
2025

	Unit: NTD
Unappropriated retained earnings of previous years	2,852,948,646
Plus: Net income of 2025	997,181,110
Less: 10% provision for legal reserve	99,718,111
Distributable earnings	3,750,411,645
Distributions:	
Shareholders' cash dividends (NT\$15.3 per share)	501,672,037
Unappropriated retained earnings	3,248,739,608

(IV) Effect of proposed stock dividends on the Company's business performance and EPS: Not applicable.

(V) Employees' profit sharing and directors' remuneration

1. Percentage or range of employees' profit sharing and directors' remuneration stated in the

Articles of Incorporation:

Annual profits concluded by the Company are subject to employees' profit sharing of 5%~12%, of which no less than 60% shall be distributed to non-executive employees, which the Board of Directors may decide to distribute in cash or in shares. Employees of subsidiaries that meet certain criteria are also entitled to receive remuneration. The abovementioned profits are also subject to directors' remuneration of no more than 1%, which shall be resolved by the Board of Directors and paid in cash. However, if the Company still has cumulative losses outstanding, profits must first be taken to offset previous losses before the remainder is allocated for employees' profit sharing and directors' remuneration as described above.

2. Basis of calculation for employees' profit sharing, directors' remuneration and share-based compensations, and accounting treatments for any discrepancies between the amounts estimated and the amounts paid:

The 2025 employees' profit sharing was estimated by applying a certain percentage to the current year's pre-tax profit before employees' profit sharing and directors' remuneration. The 2025 employees' profit sharing has been estimated at NT\$139,500,000 and the directors' remuneration at NT\$4,850,000. Any changes to the amount resolved by the Board of Directors before the publication date of consolidated financial statements will be adjusted in the same year the expense is recognized. Changes that occur after the publication date of consolidated financial statements are treated as changes in the accounting estimate and adjusted in the following year.

3. Remuneration passed by the Board of Directors:

During the Board of Directors meeting dated February 5, 2026, a resolution was passed to pay employees' profit sharing totaling NT\$139,500,000 and directors' remuneration (in cash) totaling 4,850,000. Both employees' profit sharing and directors' remuneration have been recognized as expenses in the financial statements.

4. Actual payment of employees' profit sharing and directors' remuneration in the previous year (including the number of shares allocated, the sum of cash paid, and the price at which shares were issued), and any differences from the figures estimated (explain the amount, the cause, and treatment of such discrepancies):

The Company paid NT\$65,556,000 of employees' profit sharing (in cash) and NT\$2,272,000 of directors' remuneration from the 2024 profits. The abovementioned employees' profit sharing and directors' remuneration had been expensed in financial year 2024, and the amount paid was no different from the amount estimated.

5. The Company is committed to providing a working environment with dignity and equity for employees. The Company implement employment diversity, equal pay, and impartiality in promotion opportunities. The Company establish "Remuneration Committee" and offer

competitive compensations to talents with potential. Through a transparent remuneration policy, employees are rewarded in line with the operational performance of the Company.

(VI) Buyback of company shares: None.

II. Disclosure relating to corporate bonds:

(I) Disclosure relating to corporate bonds

Issuance		First domestic unsecured convertible corporate bonds
Issue date		January 5, 2026
Par Value (NT\$)		NT\$100,000 per bond
Issurance and listing		Not applicable
Issue Price		issued at a premium of 128.43% of face value
Total Amount		NT\$2,000,000,000
Coupon rate		0%
Term		Three (3) years, maturing on January 5, 2029.
Guarantor		None
Trustee		Yuanta Commercial Bank Co., Ltd.
Underwriter		Yuanta Securities Co., Ltd
Legal counsel		Grand Power & Co., CPAs, Attorney Chen Chun-Chih
Auditor		PricewaterhouseCoopers Taiwan CPAs Chien-Yu Liu and Tien-Yi Li.
Repayment		The principal shall be repaid in full in cash at par value upon maturity.
Outstanding		NT\$2,000,000,000
Redemption or Early Repayment Clause		None
Covenants		None
Credit rating agency, rating date, company credit rating		None
Ancillary right	Amount converted/ exchanged into common shares, ADRs or other securities	None
	Rules governing issuance or conversion (exchanged or subscription)	Please refer to the Market Observation Post System (MOPS) website under icon: Investment Section/ Corporate Bonds
Dilution and other effects on shareholders' equity		If all of the First Domestic Unsecured Convertible Bonds issued in this offering are fully converted, the dilution ratio of share capital is estimated to be approximately 2.94%. The resulting dilutive effect on existing shareholders' equity is considered limited.
Custodian		Not applicable

(II) Convertible corporate bonds information

Corporate bond type		First domestic unsecured convertible corporate bonds
year		As of February 28, 2026
Market price of convertible bond(NT\$)	Highest	198.00
	Lowest	166.00
	Average	187.71
Conversion price		2,016.8
Issuance date and conversion price at issuance		Issue date: January 5, 2026 Conversion price at issuance: 2,016.8
Conversion method		Issuing new shares

III. Disclosure relating to preferred shares: None.

IV. Disclosure relating to global depository receipts: None.

V. Employee stock options: None.

VI. Employee restricted shares: None.

VII. New shares issued for merger or acquisition: None.

VIII. Progress on planned use of capital:

The Company's issuance of its First Domestic Unsecured Convertible Bonds was declared effective upon filing under Letter No. Jin-Guan-Zheng-Fa-Zi No. 1140363125 dated November 24, 2025, issued by the Financial Supervisory Commission. Approval was subsequently granted by the Taipei Exchange under Letter No. Zheng-Gui-Zhai-Zi No. 11400108542 dated December 30, 2025. The bonds have been listed for trading on the Taipei Exchange since January 5, 2026.

(I) Plan

1. Total capital needed for the plan: NT\$2,000,000,000

2. Source of capital

The funds will be raised through the issuance of 20,000 units of the Company's First Domestic Unsecured Convertible Bonds, each with a par value of NT\$100,000, carrying a coupon rate of 0% and a maturity of three years. The bonds are offered through a public underwriting process conducted via a competitive auction mechanism. The actual issue price is set at 128.43% of par value, resulting in total proceeds of NT\$2,568,532,000.

3. Project Items and Implementation Schedule

Unit: NTD thousands

Projects	Scheduled completion date	Total capital required	Planned use of capital							
			2026				2027			
			1st quarter	2nd quarter	3rd quarter	4th quarter	1st quarter	2nd quarter	3rd quarter	4th quarter
Construction of fab 3	2027 4th quarter	2,000,000	17,940	163,941	268,738	467,645	363,164	209,028	340,359	169,185
Working capital	2026 1st quarter	568,532	568,532	-	-	-	-	-	-	-
Total		2,568,532	586,472	163,941	268,738	467,645	363,164	209,028	340,359	169,185

4. Planned Location for Plant Construction and Installation of New Machinery and Equipment

The planned site for the construction of the new plant (Fab 3) is No. 13, Gongye 3rd Road, Pingzhen District, Taoyuan City.

5. Expected Potential Benefits

The Company has long focused on the design and manufacturing of probe cards, IC test boards, and related PCBs. In response to the growth of the semiconductor industry, the Company has continuously introduced smart manufacturing technologies to enhance its production processes and has actively developed various wafer probe cards and IC substrates to meet customer testing requirements. In light of the long-term demand for probe cards driven by AI applications and new product development, the Company, following a prudent evaluation, resolved in 2025 to restart the construction project of its third plant in Taoyuan. The Board of Directors approved, on July 29, 2025, the fundraising plan through the issuance of the First Domestic Unsecured Convertible Bonds to support the construction of the new facility. Groundbreaking is scheduled for the end of 2025, with operations expected to commence in 2028. Based on current rental rates of nearby facilities in the Pingzhen Industrial Park, the Company estimates annual rental savings of approximately NT\$102,287,000. After deducting estimated annual depreciation expenses of NT\$92,832,000, the net annual rental savings are expected to be approximately NT\$9,455,000. Accordingly, the construction of the new plant will not only reduce rental expenses but also aligns with the Company's strategic objective of establishing a green building AI smart factory. This initiative aims to address future AI-driven semiconductor trends, enhance probe card and IC substrate technologies, expand high value-added business segments, and contribute to the Company's long-term operational performance.

In addition, NT\$568,532,000 of the total funds raised is expected to be allocated to strengthen working capital starting from the first quarter of 2026. This will reduce reliance on bank borrowings to meet operational funding needs. Based on a conservative estimate of the Company's current long-term bank borrowing interest rate of 2.0%, it is projected that approximately NT\$11,371,000 in interest expenses can be saved in 2026, thereby mitigating the erosion of profits due to interest costs.

6. Handling of Insufficient Funds Due to Under-Subscription

The total par value of the First Domestic Unsecured Convertible Bonds issued under this plan is NT\$2,000,000,000, while the actual funds raised amount to NT\$2,568,532,000. The excess amount will be allocated to supplement working capital.

(II) Execution progress

Unit: NTD thousands

Projects	Execution progress		Project progress as of December 31, 2025	Promptness, lateness, reasons, and improvement plans.
Construction of fab 3	Amount spent	Projected	0	As of the Q4 of 2025, the funds had not been fully raised, therefore this does not apply.
		Actual	0	
	Execution progress (%)	Projected	0.00%	
		Actual	0.00%	
Working capital	Amount spent	Projected	0	
		Actual	0	
	Execution progress (%)	Projected	0.00%	
		Actual	0.00%	
Total	Amount spent	Projected	0	
		Actual	0	
	Execution progress (%)	Projected	0.00%	
		Actual	0.00%	

The Company's First Domestic Unsecured Convertible Bonds for 2025 were issued in a total of 20,000 units, with an aggregate par value of NT\$2,000,000,000, a maturity of three years, and a coupon rate of 0%. The bonds were offered through a public underwriting process conducted via a competitive auction mechanism. The actual issue price was set at 128.43% of par value, resulting in total proceeds of NT\$2,568,532,000. The full subscription amount was received on January 2, 2026. As of December 31, 2025, the funds had not yet been fully raised, and there were no material abnormalities in the execution status.

Chapter Four

Operational Overview

I. Operations:

(I) Scope of business

1. Principal business activities:

- (1)CC01080Electronic Parts and Components Manufacturing
- (2)CC01110Computers and Peripheral Equipment Manufacturing
- (3)CC01120Data Storage Media Manufacturing and Duplicating
- (4)CC01990Electrical Machinery, Supplies Manufacturing
- (5)F119010Wholesale of Electronic Materials
- (6)F219010Retail Sale of Electronic Materials
- (7)CB01010Machinery and Equipment Manufacturing
- (8)CB01990Other Machinery Manufacturing Not Elsewhere Classified
- (9)ZZ99999All business items that are not prohibited or restricted by law, except those that are subject to special approval

2. Weight of business activities:

Unit: NTD thousands

Main products	Amount - 2025	Weight (%)
Probe Cards	\$3,112,288	64.76
Load Board	1,207,413	25.12
Service and Others	486,312	10.12
Total	\$4,806,013	100.00

3. Current products (services):

- (1)Probe Cards
- (2)Load Board
- (3)Service and others

4. New products planned for the future:

- (1)In response to the development of high frequency and high speed ICs in the semiconductor industry, the Company continues to develop its product technologies for the specification and applications on high-frequency, high speed material, high layer count, high aspect ratio, high density interconnect (HDI) build-up materials, high-speed PCB testing interfaces embedded components, and the high reliance processes.
- (2)Provide testing total solutions for Application Processors (AP), High Performance Computing (HPC), Artificial Intelligence (AI), Wi-Fi, memory, Radio Frequency (RF), Complementary Metal-Oxide Semiconductor Image Sensor (CIS), Graphic Processing Unit (GPU), Central Processing Unit (CPU), Solid State Drive Controller (SSD Controller),

Network Communication, power management IC (PMIC), TV System on a Chip (TV SoC), Application Specific Integrated Circuit (ASIC), Burn-in Board, Memory and Automotive.

(II) Industry overview

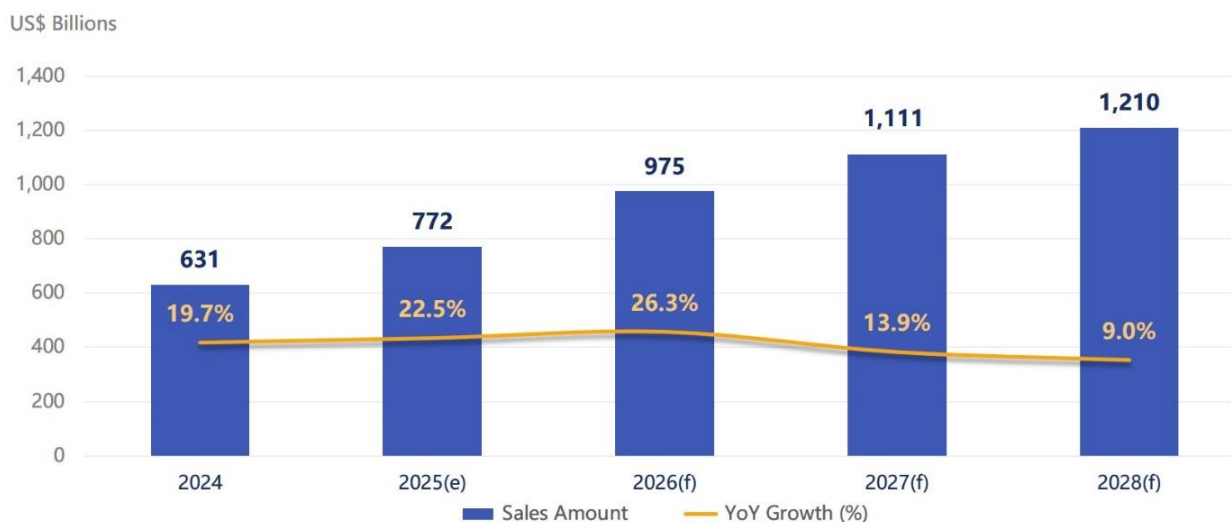
1. Current and future industry prospects

(1) Prospects of the global semiconductor industry

According to forecasts by the World Semiconductor Trade Statistics (WSTS), the global semiconductor market is projected to reach USD 772 billion in 2025, representing a year-on-year growth of 22.5%. This expansion is primarily driven by strong demand from AI applications and data center infrastructure, which in turn boosts demand for both logic and memory chips. Logic chips are expected to experience the highest growth, followed by memory chips.

With the continued explosive growth in AI demand, the high-bandwidth memory (HBM) market is also expected to expand significantly. Looking ahead to 2026, all major regions are anticipated to show growth, with the Asia-Pacific region projected to achieve double-digit growth of 24.9%. The global semiconductor market size is expected to reach USD 975 billion in 2026, representing year-on-year growth of 26.3%, nearing the USD 1 trillion threshold.

Global Semiconductor Market



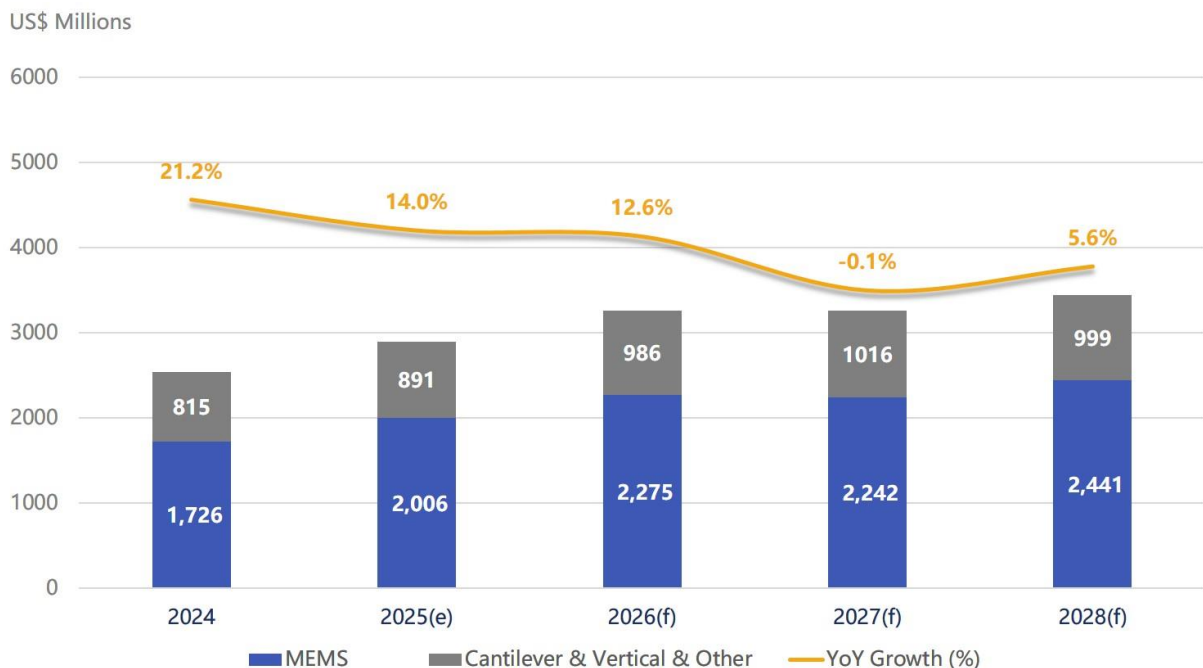
Source: WSTS, TSIA, IEK, December 2025. Graph by CHPT

(2) Probe cards industry current status

Probe Cards is a very important interface between the tester and the wafer to be tested. By contacting the pad or bump on the wafer through the probing needle inside the probe cards, the electric signals are transmitted to the tester for analyzing the function and quality of the die. This electrical measurement method screens out defective die. Once these defective dies are identified, these dies won't go into the packaging process, thereby minimizing waste costs in IC production.

Demand on the high-performance and low-power electronic end devices leads to the increasing usage of the advanced process technology. As the cost of multi-chip module advanced packaging is gradually increasing in 28nm to 2nm node, hence it is essential to choose the probe cards with good cost structure, technology and performance. Additionally, besides the wide variety of ICs, pin differences, pitch changes, and frequency changes are the conditions to fulfill the demand for reliable testing quality design. The MEMS probe cards, CHPT major product range, offers advantages including light touch-down, fine pitch, high pin count, high current, easy maintenance and mixed needle technology to fulfill the demand for wafer engineering verification test and mass production test to successfully break through the bottleneck of traditional probe cards and thereby become the mainstreamed wafer test probe cards. According to data published by Yole Group in November 2025, the global semiconductor MEMS probe card market reached approximately USD 2,006 million in 2025, representing a year-on-year growth of 14.0%. Driven by AI demand and technological advancements, the semiconductor industry is expected to gain stronger growth momentum in 2026, with the global MEMS probe card market projected to increase to USD 2,275 million, representing a year-on-year growth of 12.6%.

Global Probe Cards Market



Source: Yole , December 2025. Graph by CHPT

(3)Load board industry current status

Load board is used in the final testing of IC. This test is a functional test and classification to identify whether the function, speed, reliability, power consumption, and other attributes of the IC are normal. Through this stage of testing, an IC with incomplete

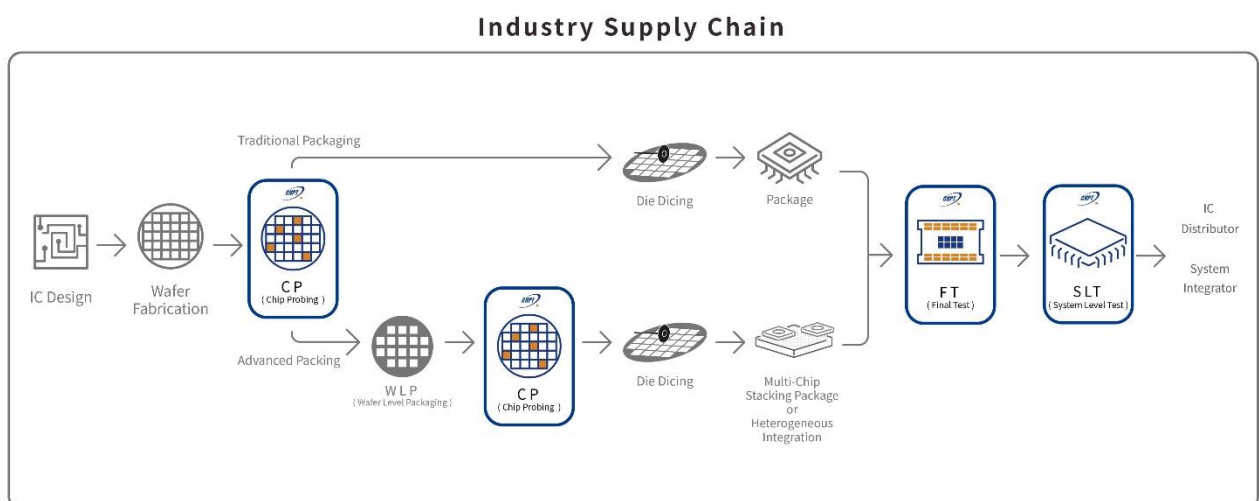
function is removed to further ensure the overall quality of the ICs and that no final devices are scrapped because of faulty ICs.

Following the evolution of wafer process technology and the rising demand for higher wafer routing intensity, higher transmission speed, and better EMI shielding performance drives the gradual increase in the demand for IC load boards. According to the data by the Industrial Technology Research Institute in November 2025, the 2025 output value of the IC testing industry is estimated at NT\$228.2 billion, up by 14.0 % over the previous year, with a double-digit growth trend.

2. Association between upstream, midstream, and downstream industry participants

Semiconductor is the core components of all various electronic devices, and is used in industries such as electronics, computers, telecommunication and automobiles. The semiconductor upstream is IP design and IC design, midstream is wafer foundries and relevant production inspection equipment, photomasks, chemical solutions, etc, and downstream is IC packaging and testing service and relevant production measurement equipment, components, modulation, and sales channels.

Taiwan IC industry has been developing for many years, having a solid foundation and complete industrial cluster, and has established a complete professional division of labor in the upstream, midstream, and downstream. After developing for many years, Taiwan IC industry has established a solid foundation and a complete industrial cluster. After the product design by IC design companies, wafers will be manufactured by foundry or IDM (Integrated Design Manufacturer). OSAT (Outsourced Semiconductor Assembly and Testing) will perform the front-end wafer testing or chip probing (CP) to select qualified die, then wafer will be diced and individual die to be packaged. Lastly the packed IC will undergo the final testing (FT) and system level testing (SLT). The finished tested IC will be sold through certain sales channels to system integration companies or OEM (Original Equipment Manufacturing) to assemble and make into a system product.



Source: Graph by CHPT

3. Product development trends

CHPT provides testing solutions in the semiconductor manufacturing process. Semiconductor manufacturing is processed through technology nodescaling according to the Moore's Law or implementing heterogeneous integration through advanced packaging technologies. Wafer testing is to run the test on each die on the wafer with probe cards by the testing machines to ensure that the electrical characteristics and performance of dies comply with the design specifications for the selection of good or known good dies (KGD). IC testing is to run the test with sockets and load boards by the testing machines to test the IC's performance. Hence, the comprehensive and reliable tests have become increasingly important as the trend of higher transistor density per unit area and demand on greater chip performance. The following is a summary of the development trends in different products:

(1)Probe Card

A. Mixed needle technology

In response to the stacked die package and multi-function integration of next-generation chips, heterogeneous or homogenous integration has become the main trend. The MEMS mixed needle probe card is the perfect testing solution for KGDs before packaging into heterogenous ICs with various high performance, high-speed transmission, and high current such as AI and HPC. CHPT also supports material customization for different needle diameters to meet the mechanism demand for the same stress-strain on one probe card.

B. High-speed transmission

In recent years, the widespread adoption of 5G communication and the increasing demand for artificial intelligence (AI) have led to a significant increase in the demand for high-speed communication chips. Signal transmission is regarded as one of the most crucial design considerations in high-speed communication chips. Hence, it is crucial to maintain impedance matching and signal integrity in the signal transmission path. Ensuring the complete transmission of signals has led to a growing emphasis on the design and manufacturing precision of probe card circuits in the development of probe cards.

C. High/low temperature test environment

Because IC products are used in various environments, some wafers must be tested in high or low temperatures for certain special applications. Therefore, the study of temperature variation on probe cards is a research focus.

D. High-current challenge

High-power chip currents are much higher than normal chips, therefore the current carrying capacity (CCC) of the probe needle is very important.

E. High-efficiency demand

To meet the demand of low power consumption by mobile devices, the operating voltage will be relatively low, and the contact resistance of the probe cards when testing the die should be as low as possible.

F. Suitable for all types of chip bonding pad material

With the innovation and development of new semiconductor process technology, different types of bonding pads and pad materials will be derived. When the contact pads of the DUT are different, the required probe card technology will also be different.

(2) Load Board

A. Fine pitch

To fulfill the customer's demand for higher testing efficiency and multi-site for more pins, the Company continues to develop BGA micro-pitch technology as low as pitch 0.3 um.

B. High Speed

In response to the customer's demand for high-speed PAM4 tests, the Company has developed 112Gbps Coaxial socket testing solutions.

4. Competition

The Company's products are mainly used in wafer pre- and post-package testing (Chip Probing before packaging. Final Testing after packaging). The Company's products are tailored to customer needs and are different from the PCB or substrate mass produced by domestic TPEX/TWSE listed manufacturers. To extend growth momentum, apart from continuously develop the market for wafer pre-packaging test boards, in new technology and process, the Company will also continue to make progress in semiconductor testing interfaces in line with the high speed and high frequency evolution. The Company has successfully launched the MEMS probe card using the self-developed mixed needle technology. And probe cards(MEMS) accounted for 21.6% in the Company's 2025 revenue. The competitors in the field of MEMS probe cards come from the top global companies, as detailed in the following table:

2024 MEMS Probe Cards Vendors

Sales, US\$M, Calendar Year

Rank	Company	Region	2024
1	FormFactor	North America	530.9
2	Technoprobe	Europe	409.1
3	Micronics Japan	Japan	325.4
4	JEM	Japan	71.5
5	Max One	China	68.2
6	Korea Instrument	Korea	59.4
7	TSE	Korea	56.5
8	Soulbrain SLD	Korea	39.5
9	Chunghwa Precision Test	Taiwan	27.7
10	Will Technology	Korea	20.2
	Other		117.9
Semiconductor MEMS Probe Cards			1,726.3

Source: Yole , November 2025.

(III) Technological research and development

1. R&D expenses made last year and up until the publication date of this annual report:

Unit: NTD thousands

Year	2025	As of February 28, 2026(Note)
R&D expenses	867,835	117,769

Note: Information as of February 28, 2026 was unaudited.

2. Recently developed technologies or products last year and up until the publication date of this annual report:

Year	Key research and development results
2025	Establishment of an AMR Logistics System
	Research and Development of PAM4224Gbps
	Establishment of broadband AC blocking application methodologies
	Research on high-frequency DC blocking characteristics and applications
	Development of PAM4 112 Gbps FT transmission architecture
	Research and development of SL150 high-speed probe heads
	Research and development of fine-pitch high-frequency coaxial sockets
	Establishment of simplified electrothermal simulation methodologies for needles
	Establishment of frequency-to-time domain impedance measurement methodologies for high-frequency pitch 1 mm structures
	Development of AI-based inspection equipment for PCB surface defect detection
	Development of V93K soldering heating platform
Development of tri-temperature testing system equipment for probe card Ultraflex interfaces	

Year	Key research and development results
	Development of PCB matrix protective coating equipment
	Establishment of 2A current module technology for measurement equipment
	Research and development of high-density continuity testing equipment
	Research and development of large-size PCB packaging equipment
	Development of ST ABF Pitch 35um process technology
	Development of PCB Pitch 150um process technology
	Research on PCB Material and Process Capabilities for 112G Applications
	Research on ceramic + ABF build-up technology capabilities
As of the end of 2026 February 28	Development of PAM4 224Gbps CP/FT Test Solution
	Development of PAM4 224 Gbps high-speed sockets
	Research and development of general-purpose FCT equipment
	Development of probe card deformation measurement equipment
	Development of 8th-generation probe card automatic needle insertion equipment

(IV) Long and short-term business plans

1. Short term development strategies and plans

(1) Deepening engagement with core partners and expanding new customer markets

CHPT maintains long-term and solid partnerships with its existing customers. In addition to continuously strengthening collaboration with current clients and consolidating its share in established applications, the Company actively pursues engineering validation opportunities in new application areas. In the highly specialized and competitive semiconductor industry, sustaining and deepening relationships with existing customers serves as a critical foundation for continuous revenue growth. Through regular technical exchanges and ongoing market trend analysis, the Company consistently delivers tailored solutions to its core customers. Guided by the principle of “technology and quality as the foundation, supported by all-in-house vertical integration,” CHPT targets new customers with high growth potential, expanding into new customer segments and markets to drive further revenue growth.

(2) Capturing global semiconductor ecosystem trends and establishing a presence in key industry clusters

In response to an increasingly complex and dynamic global economic and trade environment, the semiconductor ecosystem is gradually shifting toward North America, while the China market is developing into a distinct ecosystem. The United States, Europe, Japan, South Korea, and China are all actively advancing “self-sufficiency in critical semiconductor nodes.” In alignment with these trends, CHPT has established operational

presences in major semiconductor clusters, including North America, Japan, and China, providing localized services such as sales, design, and after-sales support. This global footprint enables the Company to respond promptly to customer needs in different regions and ensures resilient operational performance amid external geopolitical and economic uncertainties.

(3) Focusing on high value-added testing solutions and flexibly optimizing product portfolio strategy

To address evolving semiconductor industry trends and customer demands, the Company continuously optimizes its product portfolio, including pure test load board fabrication (Gerber) and burn-in boards. It also actively engages in strategic partnerships with customers to provide turnkey solutions, thereby increasing the proportion of high value-added products. To sustain long-term competitive advantages, CHPT has, in recent years, focused on developing testing solutions with high value-added and differentiated technologies, such as advanced assembly and high-speed communication (PCIe Gen6). Through ongoing refinement of its product mix, the Company reinforces its leadership position across both front-end and back-end testing segments.

2. Mid-term development strategies and plans

(1) Strengthening global technical marketing capabilities

To stay aligned with market dynamics and future technology development trends, the Company actively participates in major international semiconductor exhibitions, probe card-related exhibitions, and technical conferences, such as SEMICON Taiwan, SEMICON China, and Semiconductor Wafer Test Conference (SWTest) (U.S. and Asia). During these events, the Company actively seeks opportunities to showcase new products and R&D achievements, demonstrating its technological capabilities and strengthening its global technical marketing presence. Within the semiconductor value chain, CHPT's technical marketing extends beyond the demonstration of R&D capabilities; it emphasizes the Company's positioning as a "leader in test solutions." This entails establishing closer technical partnerships with leading global semiconductor companies across IC design, wafer foundries, and assembly and testing through regular technical exchanges.

(2) Optimizing probe card solutions for diverse application segments

With MEMS probe cards as its core technology, CHPT leverages proprietary probe technologies enhanced by AI tools to rapidly develop multiple probe series, including NS, BR, BKS, SL, and MJ. Supported by AI technologies, the Company is able to meet customers' customized chip design requirements by applying AI modeling and simulation to existing probe series, enabling the development of new probe configurations within the same product family. This approach ensures comprehensive coverage of probe solutions

across various application segments. For example, the Company provides high-frequency and high-speed solutions for high-performance computing (HPC) applications, while maintaining stable testing performance and extended probe card lifespan for automotive electronics applications.

(3) Boosting project acquisition efficiency through AI technology

In response to the rapid advancement of artificial intelligence, the Company addresses challenges arising from manpower, machinery, materials, methods, and environment through comprehensive digitalization. By integrating AI into production and sales management, technology and product development, internal processes, and customer services, the Company reconstructs its information flows to enable real-time job dispatching, material tracking, equipment utilization monitoring, production traceability, and quality anomaly management. These initiatives support the development of a highly efficient, industry-leading team while raising technological barriers to entry. CHPT is progressively embedding AI into its proprietary technology DNA, implementing full-process digital transformation from R&D and design to manufacturing. This transformation aims to shorten manual design cycles and improve order acquisition efficiency.

3. Long-term development strategies and plans

(1) Co-developing advanced probe card technologies with customers

In response to the rapidly evolving semiconductor industry, the Company continuously monitors technology trends and addresses customer pain points. To meet customers' future development needs, CHPT collaborates closely with customers to co-develop next-generation probe card technologies. The Company engages in the development of test interfaces at the early stages of customers' product design cycles. Such deep collaboration enables a strategic partnership model that shortens the time from engineering development to mass production, while jointly defining industry technology thresholds.

(2) Leveraging AI integration to expand revenue growth

Amid shifting global geopolitical and economic dynamics, enterprises face increasing risks and uncertainties. The adoption of AI-driven solutions enhances operational resilience. In the era of AI enablement, the Company leverages its self-developed AI systems for PCB, Interposer, and probe head (PH) applications, deeply integrating these systems with its production ERP infrastructure to transform its All-in-House service model. AI-driven design and capacity optimization improve production efficiency and reduce lead times, strengthening the Company's competitiveness in securing customer orders. This, in turn, enhances order momentum and supports the expansion of overall revenue scale.

The short, medium, and long-term development strategies and plans are summarized as follows:

Strategy	Plan
Dynamically adjusting operational strategies and flexibly leveraging business models	<ol style="list-style-type: none"> 1. Deepening engagement with core partners and expanding new customer markets 2. Capturing global semiconductor ecosystem trends and establishing a presence in key industry clusters 3. Focusing on high value-added testing solutions and flexibly optimizing product portfolio strategy
Proactively introduce AI technology to increase operational efficiency	<ol style="list-style-type: none"> 1. Strengthening global technical marketing capabilities 2. Optimizing probe card solutions for diverse application segments 3. Boosting project acquisition efficiency through AI technology
Strengthening corporate operational resilience	<ol style="list-style-type: none"> 1. Co-developing advanced probe card technologies with customers 2. Leveraging AI integration to expand revenue growth

II. Market and sales overview:

(I) Market analysis

1. Locations where products are mainly sold into:

Unit: NTD thousands

Region \ Year		2024		2025	
		Amount	Percentage (%)	Amount	Percentage (%)
Export sales	Asia	576,033	15.98	434,916	9.05
	America	429,421	11.91	531,825	11.06
	Europe	1,241	0.04	57,121	1.19
	Subtotal	1,006,695	27.93	1,023,862	21.30
Domestic sales		2,597,979	72.07	3,782,151	78.70
Total		3,604,674	100.00	4,806,013	100.00

2. Market share:

In 2025, the Company's probe card revenue accounted for approximately 1.11% of the global probe card market, while MEMS probe card revenue represented approximately 1.46% of the global MEMS probe card market. Revenue from IC test load boards (Device Interface Boards) accounted for approximately 5.02% of the global IC test load board market.

3. Future market supply, demand, and growth

(1) Demand

As the AI ecosystem continues to mature and its applications rapidly expand across various domains, such developments remain fundamentally anchored in the semiconductor industry. According to projections by Yole Group, the global semiconductor market is expected to reach USD 852.483 billion in 2026, representing a year-on-year growth of 9.67%. As AI chips advance toward 2nm and 3nm process nodes, demand for probe cards is expected to grow in tandem with the overall semiconductor market. Furthermore, the spillover effects driven by the rapid expansion of AI have led to supply shortages in ASIC chips and memory. Looking ahead, the increasing number of ICs required for future smart living applications will continue to drive demand for high-end test load boards and probe cards.

(2) Supply

In the environment of increasing demand for advanced manufacturing processes in the semiconductor industry. As technology evolves, if suppliers are unable to make technological breakthroughs or develop next-generation probe cards solutions ahead of customers request, they will gradually be eliminated from the industry and by customers. As one of the top ten suppliers of probe card and testing interface, the Company will continue to research and develop applications and solutions related to the advanced manufacturing process technology. The Company optimizes its product portfolio, and accelerate the expansion of its production capacity of probe cards. It is

expected that products related to High Performance Computing (HPC) and AI applications will contribute revenue in this year.

4. Competitive advantages:

- (1)With the highly integrated of All In House, smart manufacturing and smart design assisted by "CHPT X AI", and customized service philosophy, the Company continue to provide high-quality service of “One Stop Shop, Global Services”.
- (2)In terms of PCB and substrate, the Company continue to lead in the technology by providing excellent quality and high stability products. For probe cards used on testing the application processors chips (AP), high performance computing (HPC), radio frequency chips (RF), power management integrated circuit (PMIC), network communication chips, and display driver IC have all passed customer verification.
- (3)The Company is committed to fulfill the delivery time of customers. Based on the All In House service concept, the Company offers One Stop Shop service including design, manufacturing, assembly, and after-sales service. Besides shortening communication time and flexibly adjusting production schedules, the Company also introduces smart manufacturing and smart design to effectively shorten lead-time to shipping to meet the customer’s demand and expectation for product delivery time.
- (4)The Company has comprehensives R&D team with the self-developed capabilities for the key components of the probe cards, and has developed a variety of needles used and verified by customers, which will help to penetrate the probe card market.
- (5)The promotion and gradual implementation of the smart manufacturing and smart design will improve production yields and efficiency, which helps to quickly stabilize production and provide high quality and price-competitive products to customers.

5. Future opportunities, threats, and responsive strategies

(1)Opportunities

- A. World renowned semiconductor manufacturers at home or abroad are all our customers, which can help the Company to better identify the market trends.

The Company's major customers are domestic and foreign IC design companies, wafer manufacturers companies, and packaging and testing companies. Through cooperation with domestic and foreign renowned semiconductor companies, maintaining long and stable relations with prominent leading companies, the Company can better identify market trends and expand business into new markets and new applications.

- B.AI-driven leadership: advancing the evolution of the All-in-House vertical integration model

The Company maintains industrial leadership in design and manufacturing through long-term development of materials, key components, and manufacturing

methods and integration with full-path simulation of electrical property and mechanism optimization. By developing fine-pitch, fine line, high pin count, high aspect ratio, high-speed, high frequency, high-temperature, and high-current testing solutions for the customer needs, the Company helps customers take market initiative in the highly competitive industry. In recent years, the Company has adopted “All-in-House vertical integration” as the core foundation of its operations. Through the “CHPT × AI” initiative, it is building an enhanced All-in-House ecosystem. AI-driven design and manufacturing capabilities enable shorter lead times, which have become a critical factor in securing customer orders in a rapidly evolving market environment.

C. One Stop Shop and global service

The Company integrates design, manufacturing, assembly and after-sales all under one service, and provides customers with convenient means of contact to ensure fast responses to their request. By constantly expanding overseas probe card service locations in Asia Pacific and North America, the Company aims to provide customers with fuller local service.

(2)Threats and responsive strategies

A. Uncertainty in the development of the global semiconductor industry

Amid an increasingly complex and volatile global economic and trade environment, the regionalization of supply chains—where each region fulfills specialized roles—has been significantly influenced by geopolitical factors. In the short term, the growth outlook of the semiconductor market remains subject to a high degree of uncertainty

Responsive strategies:

- a. Due to the growth of semiconductor market, the Company has adopted a diversified product portfolio strategy and actively expanded business opportunities for the application of GPU, CPU, TV SoC, ASIC, RF, PMIC, TDDI, memory, network communication, HPC, CIS, AI, Memory and Automotive.
- b. China and the U.S. have an important position in the global semiconductor industry. Geopolitical frictions between these two countries affects the sales amounts of some end products, which affects customer purchase orders indirectly. The Company will constantly expand overseas service locations and adjust its marketing strategy according to the development of the geopolitical and tariff war and the level of impact to the customers.

B. Marketing and R&D talents are difficult to find and train

R&D is the Company’s critical competitive advantages, and marketing is an important operational activity for continuing operations. Both are the foundation for the Company's long-term success in the market. Good R&D and marketing

talents require training from the long term accumulation of experiences and backing up by professional knowledge. The Company not only nurtures marketing and R&D talents, but also eagerly hires outstanding talents.

Responsive strategies:

- a. By offering an attractive welfare system, comprehensive training courses and an excellent work environment, the Company aims to increase the employees' level of engagement and to keep these outstanding marketing and R&D talents.
 - b. The Company will continue working on its research closely with local and foreign leading companies, to facilitate technology exchange between companies' personnel. Through this knowledge exchange, the Company hopes to help its research personnel build up their professional capability, tacit understanding, and know-how required to develop products that satisfy customers' needs, and further improve the value and enhance corporate competitiveness.
- C. Competitors' production capability have improved

The market competition of PCB, substrate, and probe cards is intensifying. With the increasing process capability of competitors, the Company will enhance its vertical integration strategy and continue to monitor the growth of the industry.

Responsive strategies:

In response to the industry trends, the Company's various R&D and manufacturing department conduct project research on different topics with customers, continue to cultivate outstanding talents, assisting customers to optimize the solutions they currently use through cooperation and master the evolution of customer technology blueprint. The Company continues to watch the competitors' capability of production in Advanced PCB, substrate and probe cards, in the aspects of industry trends and customer demands, in order to maintain the Company's technological leadership.

(II) Main product applications and production processes

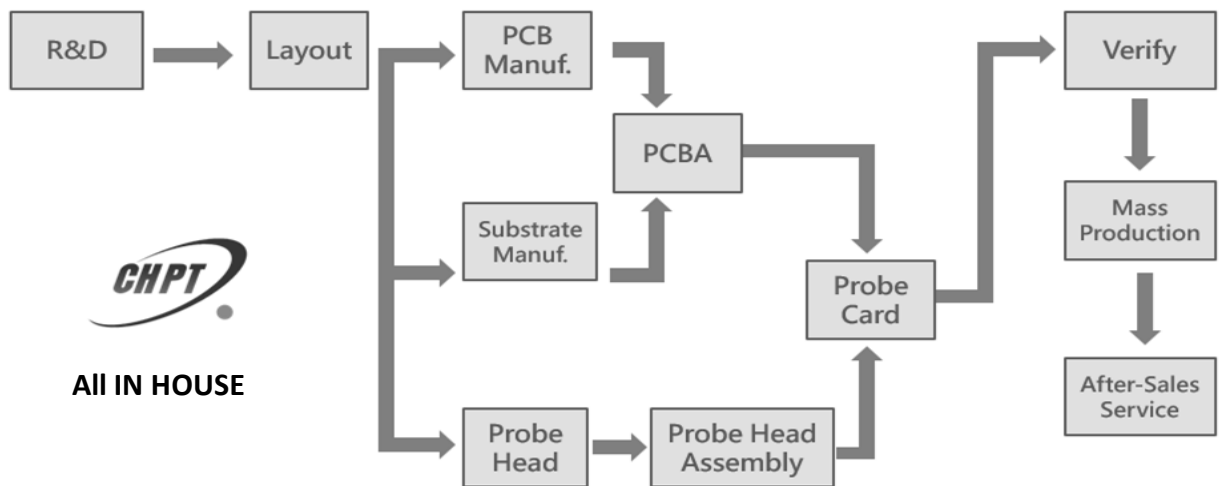
1. Main product applications

Probe Cards	Probe Card is a type of interface used for wafer testing. It is used mainly to examine wafer yields after production.
Load Board	An important interface for yield testing after IC packaging during the back-end process of semiconductor manufacturing.
Probing Needle	A key component of Probe Cards. By establishing direct contact with the wafer, the probing needle forms a circuit that transmits signals to the substrate and the probe cards, which is ultimately received and processed by the test terminal to determine whether a die has passed the test.



2. Production process:

PCB, Substrate and Probe Cards manufacturing process



(III) Supply of key materials

Key materials	Main suppliers	Supply status
Electronic parts Chemical solutions Copper clad laminate Mechanical components	A	Good
	B	Good
	C	Good
	D	Good
	E	Good

The Company maintains a good working relationship with major material suppliers. The supply status has been consistent to date.

(IV) List of main buyers and sellers in the last two (2) years

I. Names of customers representing more than 10% of the total sales in any of the previous two (2) years

Unit: NTD thousands

2024				2025			
Name	Amount	As a percentage of annual net sales (%)	Relationship with the issuer	Name	Amount	As a percentage of annual net sales (%)	Relationship with the issuer
J	524,268	14.54	None	J	1,199,913	24.97	None
I	456,278	12.66	None	I	754,013	15.69	None
F	462,929	12.84	None	F	554,946	11.55	None
G	407,533	11.31	None	G	N/A	N/A	None
Others	1,753,666	48.65	-	Others	2,297,141	47.79	-
Total	3,604,674	100.00	-	Total	4,806,013	100.00	-

Cause of variation:

With high demand for AI-related chip test boards, such as smartphone chip probe cards and high-performance computing (HPC), revenue has increased compared to the same period last year.

II. Names of suppliers representing more than 10% of the total purchases in any of the previous two (2) years

Unit: NTD thousands

2024				2025			
Name	Amount	As a percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	As a percentage of annual net purchases (%)	Relationship with the issuer
B	201,381	20.82	None	B	198,120	15.52	None
C	115,060	11.90	None	C	183,607	14.39	None
D	110,683	11.45	None	D	153,674	12.04	None
Others	539,906	55.83	-	Others	740,963	58.05	-
Total	967,030	100.00	-	Total	1,276,364	100.00	-

Cause of variation:

Benefiting from the AI-driven surge in demand, orders for high-performance computing (HPC) test load boards have remained strong, resulting in an increase in total procurement amounts compared to the same period of the previous year.

(V) Production volume and value in the last two (2) years

Unit: NTD thousands, pieces

Item \ Year	2024			2025		
	Production capacity	Production output	Production value	Production capacity	Production output	Production value
Probe Cards	24,049	19,023	1,163,468	24,049	25,143	1,619,572
Load Board	6,873	3,526	478,080	6,873	3,382	619,397
Service and others	-	-	254,089	-	-	186,021
Total	30,922	22,549	1,895,637	30,922	28,525	2,424,990

Note: Products under the “Service and others” category vary significantly in their specifications, which makes production capacity and production output incomparable. Comparison was omitted as a result.

(VI) Sales volume and value in the last two (2) years

Unit: NTD thousands, pieces

Main products	2024				2025			
	Domestic sales		Export sales		Domestic sales		Export sales	
	Output	Value	Output	Value	Output	Value	Output	Value
Probe Cards	2,425	1,884,155	866	540,004	2,803	2,663,657	657	448,631
Load Board	906	429,400	710	350,385	855	766,198	735	441,215
Service and others	-	284,424	-	116,306	-	352,296	-	134,016
Total	3,331	2,597,979	1,576	1,006,695	3,658	3,782,151	1,392	1,023,862

III. Employee size, average years of service, average age, and academic background in the last two (2) years up until the publication date of this annual report:

Year		2024	2025	As of February 28, 2026
Number of Employee	Direct employees	369	402	419
	Indirect employees	768	765	770
	Total	1,137	1,167	1,189
Average age		37	37	37
Average years of service		6.1	6.4	6.4
Education	Doctoral Degree	9	9	9
	Master's Degree	213	213	215
	Bachelor's Degree	746	807	827
	Senior High School	167	134	134
	Below Senior High School	2	4	4

IV. Contribution to environmental protection:

Any losses suffered by the Company in the most recent fiscal year and up to the annual report publication date due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

V. Labor-management relations:

(I) Availability and execution of employee welfare, education, training, and retirement policies, elaborate on the agreements between employers and employees, and protection of employees' rights.

1. Employee welfare

Employees are entitled to two sources of welfare. The ones offered by the Company and the ones offered by the Employee Welfare Committee:

(1) Welfare offered by the Company

- A. Performance bonuses and employees' profit sharing are granted depending on the production and operational status.
- B. Employees are invited to subscribe to the Company's shares and Employee Stock Ownership Trust for organizational commitment.
- C. Employees are covered by Labor Insurance and National Health Insurance, and the Company makes regular pension contributions to secure employees' lifestyle after retirement.
- D. Regular employee health checkup and professional on-site medical consultation and assistance.
- E. Year-end banquet, gathering and lottery are organized to reward employees' efforts.
- F. Multiple rewards for R&D innovation, patent publishing, improvement proposals, and outstanding performance.
- G. Festive bonus.
- H. Commendation and reward for senior employees.
- I. Wedding subsidy, childbirth subsidy, condolence cash (for the death of parent, spouse, child, etc), and emergency financial aid.
- J. Flexible working schedule for some employees.
- K. Special leave, time off in lieu (TOIL), multiple types of legal leave.
- L. Employee canteens and free meals (Pingzhen Plant) for on-duty employees.

- M. Free employee relationship activities and Company anniversary celebration and family day.
 - N. Employee insurance, self-paid insurance for employee dependents, and health plans for hospitalization treatment of notifiable diseases.
 - O. Free consultation by financial and insurance companies.
 - P. Abroad business trip insurance and local insurance for overseas employees.
 - Q. CHT employee discount.
 - R. Allowance for employee club activities.
 - S. Professional on-site masseur service at no cost
- (2) Welfare offered by the Welfare Committee
- A. Allowance for employee travels and dining subsidies.
 - B. Unscheduled group events of different themes.
 - C. Festive bonus, Labor Day gift, and birthday gift (Electronic gift Voucher).
 - D. Marriage subsidies, maternity subsidies, funeral subsidies, condolence funds for injury and illness, emergency assistance, etc.
 - E. Quarterly birthday celebration (including Christmas dinner in Q4).
 - F. Subsidy for department gathering.
 - G. Contract shops discounts.
 - H. Discounted Movie Ticket Program
 - I. Preferential Vendor Pop-up Events
 - J. Semiannual Distribution of Welfare Points (E-Vouchers)
2. Education, training, and execution
- (1) Education and training system: Employees are assigned different training programs covering categories including general education, laws and regulations, quality, professional and management education. The training system has been designed to maximize employees' potential and career development, and thereby achieve overall improvements in quality and environmental performance, while ensuring the continual effectiveness of the quality and environment safety management system.
- (2) Progress
- General education: According to the Company's policies and systems, and actual operational needs, the basic education and training that employees need to complete does not differ from the employees' departments, functions, and management.
- Laws and regulations: According to government regulations and legal requirements for operations, employees must complete the necessary training.

Quality: In order to continuously improve product quality and job quality, it is necessary for the Company to arrange training related to quality issues.

Professional: The Company develops professional training according to the requirements of various professional systems and grades, including R&D and design, manufacturing and other general professional technical courses.

Management: In order to continuously improve and optimize the management functions of management personnel, the Company has arranged management training.

The Company's 2025 training expenses are NT\$681,000. The results are as follows:

Category	Results		
	No. of lessons	hours (hr)	Participants (person)
General education (Newcomer Course)	161	1,773	612
Laws and regulations (external training)	157	1,855	314
Quality	198	2,093.76	1,728
Professional	666	15,222.76	9,704
Management	36	866	587
Other	309	10,680.25	11,075
Total	1,527	32,490.77	24,020

3. Pension system

The Company complies with the Labor Standards Act and Labor Pension Act by making contributions equal to 6% of employees' monthly insurance salary to their respective pension accounts, while employees' retirement is handled according to the terms of the Labor Pension Act. It is our hope to secure employees' lifestyle after retirement. The amount recognized for the new Labor Pension system in 2025 was NT\$55,301,000.

4. Terms agreed between the employer and employees

The company does not have a labor union, so there is no collective agreement signed. There are only representatives of both labor and management who are selected and approved in accordance with the law, who hold meetings every quarter to discuss and negotiate labor and management issues. The Company complies with the Labor Standards Act on all matters concerning employment, and has been able to maintain harmonious employment relations to date.

5. Protection of employees' interests

- (1) The Company holds the conviction of sharing profits with employees. The Articles of Incorporation states the percentage at which employee remuneration is to be paid, and the remuneration is used as an incentive for encouraging employees' contribution to the Company's success.
- (2) Labor-management meetings are held regularly to facilitate communication and discussion between the employer and employees.
- (3) The Company has a complete set of documents in place that outline the Company's management policies and employees' rights, obligations and benefits. Benefits are reviewed and revised regularly for employees' best protection.

6. Work environment and implementation of employee safety and protection measures:

(1) Work environment and employee safety

A. Plant security

The plant has access control set up at all entrances and exits. The gate has security guards stationed 24 hours a day and the entire plant area is covered by a surveillance system. The stationed guards patrol the plant site every 2 hours at night. A 24-hour emergency reporting hotline – 1999 - has been set up to prevent failure and delay in reporting emergency events, which may cause incidents to escalate and pose safety concerns.

B. Emergency response training

The Company hires external professional instructors to conduct fire safety training and drills every six months. Based on risk assessments, the Company has highlighted ten major emergency responses and designed drills for different floors and areas within the plant, which are conducted every two (2) months to improve employees' responses and reduce the risk of hazards.

C. Implementation of workplace safety and health system

The plant also has a workplace safety and health system in place. The Safety and Health Center has been assigned to perform daily inspections of the workplace, and conduct inspections on contractors' safety and health, the standard manufacturing procedures, equipment operation/maintenance policy, and chemicals management. Any defects discovered are rectified in a timely manner to prevent escalation. Each year, the Audit Center conducts 1~2 audits on the workplace safety and health system. In doing so, the Company hope to develop a habit of ongoing improvement and self-management among employees, and raise their awareness towards safety and health that would lead to the creation of a safe and comfortable

work environment. The Company has obtained ISO 14001 and ISO 45001 certification.

(2) Employee health service

A. Health checkup

The Company offers a healthcare package that is more comprehensive than what the laws require. One hundred percent of employees have taken the checkup, while employees' family members were invited to take the same tests at the same discounted rate as employees. Employees' health checkups and special health checkup results are further analyzed, assessed, and managed. Additional care is extended to employees that meet certain criteria, and physicians' appointments are arranged whenever necessary to provide proper health consultation. The Company publishes new information on health and disease on a monthly basis. It uses the “Global Push Message” system to notify employees of all locations regarding the latest safety/health concerns and the proper knowledge on healthcare and disease prevention.

B. Health consultation

Physicians are invited to the plant three times a month for three (3) hours per visit. Depending on the nature of employees' queries, the physicians provide consultation for 30 ~ 60 minutes.

C. Health promotion activities

The Company organizes health seminars, annual sport tournaments, hiking events, subsidized trips, and subsidized recreational clubs to encourage employees' participation in recreational activities.

D. Employee meals

The Company offers a diverse range of nutrition-balanced meals to choose from. Environmental reviews are conducted on the caterer on a monthly basis to ensure the safety of food served to employees.

(3) Others

A. Gender equality

The Company value workers' rights and strive to uphold gender equality. To conform with the spirit of the Act of Gender Equality in Employment, the Company has implemented policies and measures to prevent violation of rights and sexual harassment in the workplace, and assigned dedicated personnel to handle complaints of improper behavior. Due to our efforts in building a friendly workplace, no incident of discrimination has occurred during the year.

B. Communication and grievance channels

The Company has open communication channels such as a grievance mailbox and E-mail in place to communicate with employees. Any violation, misconduct, discrimination, or suggestion employees encounter at work can all be brought to the Company's attention.

C. Employee training and development

The Company has a comprehensive training system to assist employees' development in all aspects, starting from their first day. The training system covers extensive knowledge from work safety, machinery/equipment operation, emergency response, fire safety, first aid, to the use of protective gear. Through systematic training, the Company hope to enhance employees' safety awareness, professional skills, and work efficiency.

(II) List any losses suffered by the Company in the most recent fiscal years and up to the annual report publication date due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions) and existing and possible losses arising as a result of employment disputes, and responsive measures:

In 2025 and by the date of report publication, the Company has not incurred any losses due to labor disputes.

VI. Information security management

(I) The Company's information security risk management framework, information security policy, specific management programs, and resources for information security management are as follows:

1. Information security risk management framework

In January 2022, the Company established the Information Security Committee. On February 11, 2025, the Board appointed Vice President Hsun-Tai Wei to be the chief information security officer concurrently to lead the Information Security Committee plan affairs related to information security, draw up and implement related internal procedures, and periodically conduct internal information security inspections.

The Information Security Committee holds a management review meeting each year to review the status of information security and revise the information security policy and relevant management procedures.

2. Information security policy

(1) Purpose: To build a secure and trusted environment for information operation,

maintain business continuity, lower information operation risk, protect the rights and interests of information service users, the information security management system is established as the top guidelines to achieve information security management.

- (2) Scope: The scope of information security management of the Company covers the personnel, management system, application, data, documents, media storage, hardware equipment, and network facilities related to information operations of all locations.
- (3) Objective: To prevent the improper use or willful damage of the information system by internal and external personnel; to ensure the quick response and timely recovery of normal operation after an emergency or accident due to improper use or willful damage in order to lower the potential economic damage and service disruption.
- (4) Procedure: Information data centers, cybersecurity, system development and program modification, information security, information secrecy, IP rights, and information outsourcing management.

3. Management methods

In recent years, the Company has been actively strengthening the Company's overall information framework and implemented numbers of information security improvement projects. In accordance with the ISO 27002 information security international standard, the Company has also established the information security policy covering:

- (1) Strengthening intranet and extranet security
 - A. Implement segment segregation and protection with the next-generation firewalls from first-line brands.
 - B. Constant loophole surveillance with external information security monitoring systems.
 - C. Strengthen external network device monitoring with the IP/MAC management system.
 - D. Scan and patch intranet vulnerabilities regular
 - E. Set the multi-factor authentication VPN to service to strengthen the security of work from anywhere.
 - F. Enhance system development security and introduce the source code scanning tool.
- (2) Strengthening endpoint security
 - A. Periodic update of Windows.
 - B. Implement endpoint control system management.
 - C. Deploy famous antivirus software.

- D. Activate MDR Threat Detection Response Service.
- (3) Data breach protection
 - A. Establish the e-document encryption mechanism.
 - B. Control USB storage devices.
 - C. User privilege classification.
 - D. Control personal mobile devices and cameras.
- (4) Mail security
 - A. Block spam, viruses, or phishing mails.
 - B. Establish the mail backup mechanism.
 - C. Implementation of Outbound Email Audit Framework
- (5) Strengthening IT infrastructure
 - A. Establish the offsite backup mechanism.
 - B. Establish the server and network cluster architecture.
- (6) Enhancing employee security awareness
 - A. Perform periodic social engineering drills.
 - B. Periodically publicize information security policies at the employee portal.
 - C. Discuss security incidents with IT staff every month.
- 4. Resources for information security management

The Company actively strengthens the overall information security framework and implement various information security strengthening projects with items including:

- (1) Recruit dedicated IT talents.
- (2) Strengthen data leak protection and evaluate the implementation of an email audit system.
- (3) Increase budgets to strengthen remote operation security.

Performance of the Information Security Committee in Year 2025:

- (1) On January 17, 2022, the Company formed the Information Security Committee, which consists of 14 members in total.
- (2) The Company has one Information Security Manager and one dedicated Information Security staff member.
- (3) The Information Security Committee conducted one management review meeting in the year 2025. The Information Security Committee organized 26 project meetings, while the Information Security Audit Team conducted three internal audit meetings.

5. Implementation of ISO 27001

The company initiated the implementation of ISO 27001 in November 2021, passed the initial validation in August 2022, and subsequently completed the new version transition validation in May 2025, valid until August 16, 2028.

(II) In the most recent year and by the date of report publishing, damage, potential impacts caused by material information security incidents, and countermeasures. If reasonable assessment is prevented, state the facts that prevent reasonable assessment: None.

VII. Major contracts

Contract nature	Counterparty	Contract start/end date	Main contents	Restrictive clauses
Licensing contract	Advantest Taiwan Inc.	6/1/2013 ~ indefinite (Auto renewal + termination at any time)	Licensed use of machinery and parts	None
Design contract	Wu Jui Jung Architect Firm	9/22/2022 ~ design complete	New project design of the Fab 3	None
Mutual investment agreement	Yokowo Co., Ltd.	10/27/2025 ~ 10/26/2026	based on business cooperation	Shares may not be transferred arbitrarily.
Construction contract	Hongwei Construction Co., Ltd.	1/30/2026 ~ construction and acceptance completed	New construction of the Fab 3	Non

Note: The Company has not entered into any material contracts other than general commercial transactions.

Chapter Five

Review and Analysis of Financial Positions and Business Performance, and Risk Management Issues

I. Review and analysis of financial positions:

Comparative analysis of financial positions

Unit: NTD thousands; %

Item \ Year	2024	2025	Variation	Percentage (%)
Current assets	4,936,011	5,929,648	993,637	20.13
Property, plants, and equipment - net	4,088,693	3,857,384	(231,309)	(5.66)
Intangible assets	25,406	17,579	(7,827)	(30.81)
Other assets	108,193	145,973	37,780	34.92
Total assets	9,158,303	9,950,584	792,281	8.65
Current liabilities	1,079,055	1,157,583	78,528	7.28
Non-current liabilities	21,470	12,573	(8,897)	(41.44)
Total liabilities	1,100,525	1,170,156	69,631	6.33
Capital stock	327,890	327,890	-	-
Capital surplus	3,928,286	3,928,298	12	-
Retained earnings	3,765,117	4,506,544	741,427	19.69
Other equity	15,699	7,700	(7,999)	(50.95)
Non-controlling interests	20,786	9,996	(10,790)	(51.91)
Total equity	8,057,778	8,780,428	722,650	8.97
1.Explanation to variation: (only for variations exceeding 20% and amounting to more than NT\$10 million)				
(1)Current assets: Due to the increase in cash and cash equivalents and time deposit with a maturity of over 3 months.				
(2)Intangible assets: Due to the amortization of software.				
(3)Other assets: Due to the Mutual investment agreement involving the investment in Yokowo's equity				
(4)Non-controlling interests: Due to the net loss of its subsidiary, NavCore Tech. Co., Ltd, in 2025.				
The above changes have no significant impact on the financial status of the Company.				
2. Future responsive plans: Not applicable.				

II. Review and analysis of financial performance

Comparative analysis of operating performance

Unit: NTD thousands; %

Item \ Year	2024	2025	Variation	Percentage (%)
Operating revenues	3,604,674	4,806,013	1,201,339	33.33
Operating costs	1,677,791	2,137,888	460,097	27.42
Gross profit	1,926,883	2,668,125	741,242	38.47
Operating expenses	1,437,326	1,477,645	40,319	2.81
Operating profit	488,851	1,190,480	701,629	143.53
Non-operating income and expenses	63,947	34,392	(29,555)	(46.22)
(Loss)Income before Income tax	552,798	1,224,872	672,074	121.58
Income tax	67,927	238,481	170,554	251.08
Current net income	484,871	986,391	501,520	103.43

1.Explanation to variation: (only for variations exceeding 20% and amounting to more than

(1) Operating revenues: The Company's revenue growth was primarily driven by the surge in demand for high-performance computing (HPC) chips fueled by the global artificial intelligence (AI) wave, as well as increased demand for application processor (AP)-related products resulting from customers' inventory buildup for next-generation smartphones and high-end tablet devices.

(2) Operating cost: Due to the growth in revenue, operating costs increase accordingly.

(3) Gross profit: Benefiting from the AI wave, demand for high-performance computing (HPC) test boards is booming. production capacity utilization has risen, resulting in growth in both gross profit and gross profit margin compared to 2024.

(4) Operating profit: Due to the increase in operating gross profit.

(5) Non-operating income and expenses: In 2015, Taiwan benefited from the booming AI industry and customers stocking up in advance. Strong economic data attracted foreign investment, and the New Taiwan Dollar appreciated strongly in Q2 of 2015, reaching a low of 28.792, resulting in a loss of NT\$16.17 million in exchange..

(6) (Loss) Income before Income tax: Due to the increase of gross profit.

(7) Income tax: Mainly caused by income before tax.

(8) Current net income: Due to the increase in Income before Income tax.

2.Expected sales, the basis of estimation, likely impacts on the Company's future financial position, and responsive plans:

As artificial intelligence technologies continue to drive industrial transformation and growth, market demand has expanded accordingly. In response, the Company has not only expanded its product portfolio and developed new application markets, but has also further strengthened its market presence to address future challenges. At the same time, the Company has maintained close partnerships with key customers to continuously develop next-generation testing interface solutions. In addition, the Company has accelerated its deployment in advanced product segments, including artificial intelligence (AI), application processors (AP), radio frequency (RF), and memory products. Through the adoption of smart manufacturing, the Company has enhanced its process capabilities and operational efficiency, thereby establishing a solid foundation for future business development.

III. Cash flow review and analysis:

(I) Analysis of cash flow variations in the last year:

Unit: NTD thousands; %

Item \ Year	2024	2025	Variation	Variation (%)
Net cash inflow (outflow) from operating activities	615,821	1,574,235	958,414	155.63
Net cash inflow (outflow) from investing activities	(188,146)	(372,020)	(183,874)	97.73
Net cash inflow (outflow) from financing activities	(42,664)	(285,106)	(242,442)	568.26
Explanation to major variations:				
(1) Operating Activities: Benefiting from the sharp increase in global demand for AI chips and high-end application processor-related products, profits increased in 2025, resulting in higher cash inflows from operating activities.				
(2) Investing Activities: Due to favorable sales performance and strong collection of receivables, the Company continued to increase time deposits with maturities exceeding three months in order to maintain financial flexibility and optimize returns.				
(3) Financing Activities: Cash outflows increased as a result of higher cash dividend distributions in 2025 compared to 2024.				

(II) Improvements for lack of liquidity: Not applicable.

(III) Liquidity analysis for the next year

Unit: NTD thousands

Unit: NTD thousands ①	Projected net cash flow from operating activities for the year②	Expected cash outflow from other activities for the year ③	Projected cash surplus ①+②+③	Financing of cash deficit	
				Investment plans	Financing plans
4,003,824	923,360	395,148	5,322,332	-	-
1. Analysis of expected cash flow variations in 2026:					
(1) Operating activities: The Company expects net cash inflow due to increased operating revenues.					
(2) Investing activities: The Company expects to incur net cash outflow due to purchase of equipment.					
(3) Financing activities: The Company expects net cash inflow due to issuance of convertible corporate bonds.					
2. Responsive measures and liquidity analysis for cash flow deficit: Not applicable.					

IV. Major capital expenditures in the last year and impact on business performance:

To optimize manufacturing capabilities and replace outdated equipment, the Company has been consistently acquiring machinery and equipment. The Company finances these acquisitions primarily through its own capital. Due to global AI applications driving increased demand in the semiconductor industry, the Company's revenue in 2025 grew steadily compared to the previous year, resulting in no adverse impact on the Company's financial operations.

V. Causes of profit or loss incurred on investments in the last year, and any improvements or investments planned for the next year

The Company currently invests primarily in core business activities, and has no plan to invest in other businesses. Departments are required to follow the internal control system and policies such as “investment cycle”, “Asset Acquisition and Disposal Procedures”, and “Subsidiary Supervision and Management Policy” to gain insight into the business and financial performance of the investments.

The Company recognized NT\$19,032,000 of investment losses in 2025 using the equity method. In the future, the Company will continue adopting a long-term investment strategy and make careful assessment for all its investment projects.

VI. Analysis of risk factors:

(I) Impacts of interest rate, exchange rate, and inflation rate to the Company's profitability in the most recent year up until the publication date of this annual report, and responsive measures:

1. Impacts of interest rate variations on the Company's profit and loss, and responsive measures

Unit: NTD thousands; %

Item	2024	2025
Interest income	28,375	44,610
Interest expense	1,145	839
Net operating revenues	3,604,674	4,806,013
Interest income/net operating revenues (%)	0.79	0.93
Interest expense/net operating revenues (%)	0.03	0.02

Note: All above financial information has been audited.

Interest income and expenses represented only a very small percentage of the Company's net operating revenues in the last two (2) years, meaning that interest rate variations have very little impact on the Company's operations. The Company also pays close attention to changes in the market interest rate and maintains good relationships with banks in order to gain access to lower cost capital. As the Company grows in size and profitability, it builds up abundant reserves of proprietary capital, which limits the impact of interest rate changes on the Company's revenues and profitability.

2. Impacts of exchange rate variations on the Company's profit and loss, and responsive measures

A portion of the Company's purchase and sales transactions are denominated in U.S. dollars, thereby providing a natural hedge. The Company's foreign exchange gains and losses as a percentage of operating revenue were 0.90% and (0.34)% for 2024 and 2025, respectively. The Company adopts a prudent and conservative approach to foreign currency fund management. In addition to utilizing natural hedging, the Company maintains close cooperation with financial institutions to actively monitor exchange rate fluctuations. The

Company also regularly adjusts its net foreign currency position through spot transactions executed in tranches. Furthermore, where eligible U.S. dollar-denominated trade documents are available in compliance with central bank regulations, the Company may enter into forward foreign exchange contracts to hedge its exposure, thereby reducing its net U.S. dollar position and mitigating the impact of exchange rate volatility.

3. Impacts of inflation on the Company's profit and loss, and responsive measures

The Company constantly monitors raw material prices in the market, and maintains good interaction with suppliers to facilitate timely response to cost changes while reducing impact of inflation on the Company.

(II) Policies on high-risk and highly leveraged investments, loading, endorsements and guarantees, for other parties and financial derivatives. Describe the main causes of any profits or losses incurred in the last year up until the publication date of this annual report and future responsive measures:

1. The Company focuses primarily on core business activities; it did not engage in any high-risk or highly leveraged investment or transactions such as loan to third party, endorsement and guarantee. The Company engages in derivative transactions primarily for hedging purposes. This includes the use of forward foreign exchange to hedge the exchange rate risk of U.S. dollar-denominated assets and liabilities. All transactions for the year 2025 and to date have been in compliance with the relevant regulations.
2. The Company has established its “Operational Procedures for Acquisition and Disposal of Assets” and “Operational Procedures for Loaning of Company Funds and Endorsements and Guarantees” to serve as guidance for related activities.

(III) Future R&D plans and projected expenses in the last year up until the publication date of this annual report:

1. Future R&D plans

Project Name	Project Overview
Development of PAM8 320Gbps CP/FT Testing Solution	With high-speed digital signaling reaching PAM8 320Gbps, this project involves signal integrity (SI) simulation and physical channel measurement, combined with probe heads to perform correlation validation.
Development of PAM6 448Gbps CP/FT Testing Solution	With high-speed digital signaling reaching PAM6 448Gbps, this project involves signal integrity (SI) simulation and physical channel measurement, combined with probe heads to perform correlation validation.

Development of Ultra-High Current Carrying Probe Products	Leveraging internally developed materials and probe structures, this project focuses on implementation, validation, and optimization to develop probes capable of withstanding ultra-high current loads, meeting future application requirements.
Development of Active Cooling System for Probe Heads	Research and development of an active cooling system for probe heads, integrated with testing equipment to effectively reduce probe head temperature during testing.
Development of Ultra-High Frequency SS/SL Probe Heads	Utilizing proprietary materials and probe structures in conjunction with guide plate design to develop SS/SL ultra-high frequency probe heads.
Research on PCB Material and Process Capabilities for 224Gbps AI Applications	Establishment of advanced PCB material and process capabilities to support 224Gbps high-speed transmission requirements.
Development of u-Bump Specification Probes	In response to advanced packaging technologies, development of probes that ensure reliable contact without damaging bump structures.
Development of ST Pitch 30um Process Technology	Development of ST process capabilities with reduced test pitch down to 30um.
Development of Guide Plate Lamination Equipment	Enhancement of layer-to-layer alignment accuracy of guide plates to support automated probe insertion processes.
Development of High-Precision PCB Drilling Equipment	Integration of optical inspection technology with drilling systems to improve PCB back-drilling accuracy and optimize high-speed signal transmission quality.
Development of ST High-Speed Non-Etching Process Technology	Adoption of new chemical formulations to achieve ultra-low copper foil roughness for high-frequency requirements while maintaining sufficient peel strength.
Development of MLCO + ABF Build-Up Technology	Utilization of MLCO + ABF build-up technology to optimize ST dimensional stability and meet fine-pitch testing requirements.
Research on High-Layer Count Process Capability Using Thin-Core Materials	Development of thin-core process technology to achieve high layer counts under constrained thickness conditions.
Research on High-Precision Line Width and Spacing Formation Processes	In response to increasing PCB electrical performance requirements, development of high-precision circuit patterning technologies to enhance characteristic impedance stability and meet high-frequency application demands.
AI Innovation and Applications	Leveraging the Company's extensive design database and experience, innovative AI methodologies are applied to develop full-process automated probe head design (iPHD, intelligent Probe Head Design), ST design (ISD, intelligent ST Design 2.0), PCB design (iPD, intelligent PCB Design), and automated production data generation (AutoCAM).

Copper Reduction VM System	Application of AI technologies to convert copper thickness measurement data into multi-pass coating patterns readable by UV spray coating equipment, thereby improving abrasive belt grinding production efficiency.
Intelligent Welding Technology for Ultra-Fine Pitch MEMS Micro-Cantilever Probe Cards	Utilization of laser-induced high temperatures to melt solder, enabling non-contact probe welding and ensuring consistent product quality without manual handling.
Intelligent Micro-Solder Ball Bonding Technology for Ultra-Fine Pitch MEMS Probe Cards	Development of proprietary equipment to dispense micro solder balls and utilize laser-based instantaneous heating to mount them onto BGA pads.
Intelligent Ultrafast Laser Power Amplification System	Development of an intelligent second harmonic generation (SHG) system to adjust the frequency and wavelength of ultrafast lasers for material processing applications.

2. Expected R&D expenses for future projects

The Company budgets its R&D expenses according to the progress of new product and technology development. A total of NT\$867,835,000 was spent on research and development in 2025, representing 18% of the operating revenues. The Company expect to spend approximately 18% of the operating revenues on R&D in 2026, and may raise the percentage in the future depending on business performance. In addition, increase production capacity and continue to research and develop new technologies and new processes, the Company also budget appropriate amounts of capital spending each year for the purchase of machinery and equipment to enhance the Company's competitiveness in the market.

(IV) Financial impacts and responsive measures in the last year up until the publication date of the annual report caused by changes in local and foreign regulations:

The Company has always paying close attention to the important policies, laws and regulations imposed by various countries' governments on the Company's industry. The Company has responded to these changes by making proper adjustments to its operating strategy and introducing new technologies and products that conform with the latest industry requirements. In addition, the Company's daily operations are handled in accordance with relevant local and foreign laws and regulations, and the Company is always aware of important domestic and foreign policy developments trends and changes in the regulations. The Company gather relevant information to keep the management informed for decision-making, so as to fully grasp the changes in the operating environment and adjust the Company's business strategies in a timely manner. In summary, the Company as a whole has not been affected by the major local or foreign policy and legal changes on its financial or business performance in the last year up until the publication date of this annual report.

(V) Financial impacts and responsive measures in the last year up until the publication date of this annual report caused by technological or industrial changes (including information security risk):

1. Information technology security risks and their impact on the company's financial operations:

Cyberattacks may attempt to steal the Company's trade secrets and other confidential information, such as proprietary information of customers, stakeholders, and employees' personal information.

Malicious hackers may also attempt to introduce computer viruses, destructive software, or ransomware into the Company's network systems to disrupt operations, extort or blackmail CHPT, gain control of computer systems, and access confidential information.

These attacks could result in order delays or disruptions, requiring compensation to customers for their losses; or require substantial expenses to implement corrective and improvement measures to enhance the Company's network security systems; and may also expose CHPT to significant legal liabilities related to legal proceedings or regulatory inquiries arising from the disclosure of confidential information of employees, customers, or third parties to whom the Company owes a confidentiality obligation.

2. Information technology security response measures:

CHPT could potentially face attacks resulting from purchasing and installing equipment with malicious software. To prevent and minimize the damage from such attacks, the Company has implemented and continuously updates several improvement measures, such as establishing a machine entry disinfection process to prevent compromised equipment from entering the company; strengthening network firewalls and network controls to prevent virus spread across machines and facilities; deploying endpoint protection based on computer type; adopting advanced solutions for detecting and handling malware; designing and developing security-enhanced PCs for employees; implementing new technologies to bolster data protection; improving phishing email detection; establishing a consolidated, automated cybersecurity operations platform; and regularly performing employee security awareness tests and engaging external experts for cybersecurity evaluations.

Additionally, CHPT must share highly sensitive and confidential information with certain third-party vendors providing services to the Company and its global affiliates, allowing them to deliver those services. Service contracts with these vendors require them to comply with confidentiality and cybersecurity protocols.

The internal network systems and external cloud computing networks (including servers) maintained by these service providers and their contractors also face the risk of cyberattacks.

If CHPT or its service providers are unable to promptly resolve the technical issues caused by these cyberattacks, or ensure the data integrity and availability of CHPT (and its customers or other third parties), or regain control of the computer systems of CHPT or its service providers, it could severely compromise CHPT's commitments to its customers and other stakeholders, and the Company's operating results, financial condition, prospects, and reputation could suffer a material adverse impact.

The Company has established comprehensive cybersecurity measures relating to networks and computers and continuously reviews and evaluates its information security policies and procedures to ensure their appropriateness and effectiveness.

The Company continues to invest significant resources into developing new technologies. The Company remains observant of industry changes and technological developments, and adjusts operating strategies where appropriate. Additionally, to build a secure and trusted environment for information operation and lower the risk of information operation, the Company has established the Information Security Management Procedures, the information security management system (ISMS), and actively strengthen the overall information security framework to maintain business continuity. The Company has not been affected by the changes in technology or industry practice (including information security risk) in its financial or business performance in the last year up until the publication date of this annual report.

(VI) Crisis management, impacts, and responsive measures in the last year up until the publication of this annual report caused by changes of corporate image:

Since its establishment, the Company has been operating the enterprise in a steady and down-to-earth spirit, committed to enhancing internal management capabilities and improving service quality, in order to build and maintain a strong corporate image and reputation, for which the Company has been well-recognized among customers. Furthermore, the Company takes extensive efforts to maintain harmonic labor-management relationship and continue to maintain a sound corporate image. As a result, there has been no crisis management due to changes in corporate image, in the last year up until the publication date of this annual report.

(VII) Expected benefits, risks, and responsive measures of mergers or acquisitions planned in the last year up until the publication of this annual report: None.

(VIII) Expected benefits, risks, and responsive measures of factory expansions planned in the last year up until the publication of this annual report:

The Company currently owns its manufacturing facilities and office premises. It is anticipated that, starting from 2028, the existing plant capacity may be insufficient to meet production demand driven by the future development of AI semiconductors. To support future business expansion and operational needs, the Board of Directors resolved on January 5, 2021 to acquire land and buildings within the industrial park where the current facilities are located. Subsequently, on July 27, 2022, the Board further resolved to construct a third manufacturing plant at the same site. To fund the construction of the third plant, the Board of Directors approved on July 29, 2025 the issuance of the Company's first domestic unsecured convertible bonds, raising NT\$2,568,532,000 to support the construction project and reduce financial risk. The expected benefits are detailed in "Chapter three, Item VIII: Progress on planned use of capital."

(IX) Risks and responsive measures associated with concentrated sales or purchases in the last year up until the publication date of this annual report:

1. Risks and responsive measures associated with concentrated purchases

The Company primarily supplies test interface in the semiconductor industry. Main materials used in business activities include: copper clad laminate, chemical solutions, and electronic components. Due to the abundance of local and foreign suppliers that provide such materials, the Company's purchases are not overly concentrated to any particular supplier.

2. Risks Arising from Sales Concentration and Mitigation Measures

The Company and its subsidiaries' largest customer in the past two years has been Company J, with the proportion of net sales to the largest customer remaining below 30% in both years. Through optimization of product portfolio mix and the development of new customers and applications, the Company continues to structurally reduce reliance on any single customer. Going forward, the Company will further strengthen its strategic initiatives as follows:

(1) Enhancement of Localized Services and Alignment with Key Industry Trends

The Company continues to strengthen its service capabilities in North America and the Asia-Pacific region, receiving positive revenue contributions from customers in 2025. Leading global semiconductor manufacturers have maintained close partnerships with the Company. In response to geopolitical developments and evolving national interest strategies that are reshaping the global economy, the Company remains committed to

strengthening localized sales, design, and after-sales service capabilities across its overseas operations.

(2) Expansion of Backend Testing Products and Application Depth

Artificial intelligence (AI) has driven strong demand for high-performance computing (HPC) chips, which served as the primary growth driver for the Company's performance in 2025. The Company is one of the industry leaders in semiconductor front-end testing (chip probing), in terms of both technical services and product quality. To provide more comprehensive testing solutions, the Company is actively expanding the breadth and depth of backend testing (final test) products and applications, including burn-in boards.

(X) Impacts, risks, and responsive measures following a major transfer of shareholding by directors or shareholders with more than 10% ownership interest in the last year up until the publication date of this annual report:

The major transfer of shareholding by the Company's directors or shareholders with more than 10% ownership interest are in accordance with the relevant laws and regulations. There is no significant affect to its financial or business performance in the last year up until the publication date of this annual report.

(XI) Impacts, risks, and responsive measures associated with a change of management in the last year up until the publication date of this annual report: None.

(XII) Litigious and non-contentious cases in the last year up until the publication date of this annual report:

Technoprobe S.P.A. (an Italian company, Techprobe Corporation) filed a civil lawsuit against the Company with the Intellectual Property and Commercial Court on November 24, 2023. The lawsuit alleges that the Company infringed upon Technoprobe's Republic of China (Taiwan) Patent No. I705249, covering "SEMI-FINISHED PRODUCT COMPRISING A PLURALITY OF CONTACT PROBES FOR A TESTING HEAD AND RELATED MANUFACTURING METHOD." The plaintiff seeks an injunction prohibiting the Company from directly or indirectly using the patented device or method, including manufacturing, commissioning others to use, offering for sale, selling, or importing products directly produced by such method, or engaging in any other infringing activities. Technoprobe is seeking NT\$31.65 million in damages. The complaint was served to the company on May 14, 2024, and the case is currently under first instance review.

(XIII) Other material risks and responsive measures in the last year up until the publication date of this annual report: None.

VII. Other important disclosures: None.

Chapter Six

Special Remarks

- I. Affiliated companies:** Please refer to the Market Observation Post System (MOPS) website (https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

- II. Private placement of securities in the last year up until the publication date of this annual report:** None.

- III. Other supplementary:** None.

Chapter Seven

Occurrences of significant impact on shareholders' equity or security prices

There had been no occurrences of significant impact on shareholders' equity or security prices, as defined in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act, in 2025 and up until the publication date of this annual report.

Chunghwa Precision Test Tech.
Co., Ltd.

Chairman: Wei-Kuo Hong

President: Shui-Ke Huang

2025