

Stock Code : 4306



炎洲集團
YC GROUP

YEM CHIO CO., LTD.

2025 Annual Report

Taiwan Stock Exchange Market Observation Post System:

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Futures Bureau**

Annual Report is available at: <http://www.ycgroup.tw/>

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1. Spokesperson
Name: Chang, Yung-Chieh
Title: Financial Officer
Tel: 886-2-8170-6199
E-mail: eddie@ycgroup.tw

Acting Spokesperson
Name: Huang, Min-Hsuan
Title: Finance Division Manager
Tel: 886-2-8170-6199
E-mail: anna87176@ycgroup.tw
2. Headquarters, Branches and Plant
Headquarters
Address: 7F., No. 397, Xingshan Rd., Neihu Dist., Taipei City 114521 Taiwan (R.O.C.)
Tel: 886-2-8170-6199
Fax: 886-2-8792-1311
(For Subsidiary and factory information, please refer to the back cover for details)
3. Stock Transfer Agent
Taishin International Commercial Bank Co., Ltd. Stock Agency Department
Address: No. 96, Sec. 1, Jianguo N. Rd., Zhongshan Dist., Taipei City 104496, Taiwan (R.O.C.)
Tel: 886-2-2504-8125
Website: <https://www.tssco.com.tw/stocktransfer/>
4. Auditors
CPAs: Liu Rong-Jin and Hsieh Sheng-An
Firm: Ernst & Young Global Limited, Taiwan
Address: 9F, No. 333, Section 1, Keelung Road, Xinyi District, Taipei City
Tel.: (02)2757-8888
Website: https://www.ey.com/zh_tw
5. Overseas Securities Exchange
None
6. Corporate Website
<http://www.ycgroup.tw>

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One. Letter to Shareholders

Dear shareholders,

Despite a moderate economic recovery in 2025, the overall outlook was clouded by uncertainties in international trade, sluggish rebound in end-user demand, and continuous supply chain shifts. Consequently, the pace of industrial recovery was slower than expected. The adhesive tape and plastics sectors faced a challenging year of adjustment. As downstream clients focused on clearing excess inventory and competition in the China market drove prices down, both market demand and profit margins remained under significant pressure. In 2025, Yem Chio reported a consolidated revenue of NT\$ 13.276 billion, a net profit of NT\$ 172 million and an EPS of NT\$ 0.26. The year-on-year decline in profitability was primarily attributable to a slowdown in market demand, foreign exchange losses and lower export gross margins driven by the appreciation of the NT\$, a decrease in housing unit sales, and the impact of external policy factors on some overseas operations. In response, Yem Chio consistently implemented operational improvements, maintained prudent control over costs and expenses, and strengthened its financial structure to navigate market volatility.

In terms of business operations, YC GROUP remains committed to its core sectors — tapes, packaging materials, real estate, new energy, and specialty chemicals, moving towards higher value, differentiation, and sustainability. In its core adhesive tapes and packaging materials, the company is not only deepening its existing market and customer base but also driving product upgrades and expanding applications to enhance added value and market competitiveness. Concurrently, Yem Chio is championing low-carbon transition through its core strategy of "green processes and sustainable innovations". By launching solvent-free PVC tapes, UV-curable harness tapes, and recycled eco-friendly packaging materials, we continue to showcase our ongoing commitment to technological innovation and sustainable development. In the real estate sector, Yem Chio will steadily advance its operational planning based on the development and handover schedules for each project. The "Yem Chio THE ONE" project in Xinzhuang District will continue its handovers starting from Q1 2026; the "Yem Chio Chi Yu" project in Beitou District and the "Yem Chio Ching" in Zhongzheng District are scheduled for handover beginning in Q3 2026. Furthermore, the Company continues to progress with mid- to long-term development plans for the Wenzai Redevelopment Zone in New Taipei City, as a key strategic layout for future real estate growth.

Looking ahead, as global de-stocking nears completion, e-commerce continues its upward trajectory, and demand for ESG-compliant green packaging and environmentally friendly materials rises, Yem Chio remains cautiously optimistic about the mid- to long-term prospects of the adhesive tape and packaging markets. Going forward, we will continue to focus on high-margin specialty adhesive solutions, eco-friendly products, and sustainable manufacturing processes. By integrating resources, upgrading products, expanding market reach, and refining operational management, we aim to enhance overall operational efficiency and profitability quality. Meanwhile, the real estate division will continue to contribute to the Company's performance as existing construction projects are handed over.

In closing, we would like to express our sincere gratitude to our shareholders for their long-term support and trust in the Company. We also express our heartfelt appreciation to our employees, management team and partners for their hard work and dedication over the past year. Looking ahead, Yem Chio will continue to refine its corporate governance, deepen its core competitiveness, and steadily advance its business strategies, sharing the fruits of the Company's sustainable growth with all shareholders.

Wishing you good health and every success.

Chairman Lee, Shu-Wei Sincerely yours,

Business report

I. Operating Performance in 2025

(I) Business plan implementation results

- (1) Sales: The net consolidated sales revenue in 2025 was NT\$13,276,075 thousand, a 16.5% decrease from 2024. The contribution of the tape manufacturing department was NT\$9,361,066 thousand at a rate of 70.5%.
- (2) Production: In 2025, the tape coating volume was approximately 1.23001 billion square meters and film production volume was 68,695 tons.

(II) Consolidated business results summary (Unit: NT\$ thousand)

Item	2025	2024	Percent Change
Operating Revenue	13,276,075	15,891,082	-16.5%
Operating Costs	11,245,372	13,265,074	-15.2%
Gross Profit	2,030,703	2,626,008	-22.7%
Operating Expenses	1,517,556	1,597,710	-5.0%
Operating Profit	513,147	1,028,298	-50.1%
Net Non-operating Income	-83,588	115,784	-172.2%
Income before Tax	429,559	1,144,082	-62.5%
Income tax expense	162,748	254,711	-36.1%
Net income	266,811	889,371	-70.0%

(III) Financial Revenue and Expenditure and Profitability analysis

The Consolidated income and expenditure overview comparison is illustrated as follows:

Income: (Unit: NT\$ thousand)

Item	2025	2024	Percent Change
Operating Income	13,276,075	15,891,082	-16.5%
Non-Operating Income	410,749	652,292	-37.0%
Total	13,686,824	16,543,374	-17.3%

Expenditure : (Unit: NT\$ thousand)

Item	2025	2024	Percent Change
Operating Cost	11,245,372	13,265,074	-15.2%
Operating Expense	1,517,556	1,597,710	-5.0%
Non-Operating Expense	494,337	536,508	-7.9%
Total	13,257,265	15,399,292	-13.9%

(IV) Revenue structure analysis: The company's consolidated net revenue in 2025 was NT\$13.28 billion. The total net revenue of each department of the company is illustrated as follows:

(Unit: NT\$ thousand)

Item	Amount	Percentage
Tape Manufacturing Department	9,361,066	70.5%
Distribution Business Group	1,911,283	14.4%
Real Estate Business Group	1,041,968	7.9%
Special Chemistry Department	558,626	4.2%
New Energy Department	403,132	3.0%
Total	13,276,075	100.0%

(V) Research development status:

The company's short-term R&D direction is to meet the needs of the market and customers, develop or adjust adhesive formulation and add different coating technologies to produce products that can be commodified and in line with future trends.

In the mid-term, it will be vertically integrated upwards by organizational adjustments, recruitment of R&D personnel, and increasing our own development abilities for various films year by year to make products that are differentiated from the market.

Person in Charge: Lee, Shu-Wei Manager: Lee, Chi-Cheng Accountant in charge: Chang, Yung-Chieh

II. Implementation status of budgets:

According to the applicable laws, the Company did not disclose financial forecasting data in 2025. The overall actual operating status and performance were considerably the same as the internal operating budgets.

III. Overview of the 2026 business plan:

(I) Business policies

On adhesive tapes, YEM CHIO will continue to optimize the product mix and production capacity utilization rate in each production base to improve the overall operating efficiency and ensure the stable gross margin. At the same time, we may expand our market presence through strategic M&A to enhance the competitive advantages.

In addition, the special chemistry business focuses on chemicals used in the production process of semiconductor and panel products, such as developing agents, cleaning agents, PR strippers, silane-based electronic-grade materials, and customized formula products, with wafer fabs and assembly houses in the semiconductor industry as well as panel manufacturers as the end customers. These materials are currently being steadily shipped from the Yangmei Plant. We also actively develop recovery and purification technologies to achieve the goal of sustainable high-value products. New plants are currently under construction in response to market demand. In addition to increasing existing capacity to meet customers' needs, we enhance R&D momentum, improve product development and customer service capabilities, expand capacity in line with customer demands, and increase our gross margin. The product line includes items in relatively high demand, as well as small-volume, high-margin products that can stabilize factory operations and improve operating profit. The Company has established partnerships in China and Southeast Asia to enter local markets there. The operating risks are controllable and the business grows steadily.

(II) Expected sales volume and basis of estimate

We produce more than 2.2 billion m² of BOPP, double-sided and PVC tapes every year. The annual production volume of the BOPP film reaches up to about 40,000 tons. Tapes and films are the major business items of the Company.

(III) Important production and sales policies:

The Group produces and sells a variety of products for different industries, including BOPP films, different adhesive tapes, finished glue, specialty chemicals and raw materials, packaging materials of different kinds, construction/development, and hotels. We also make investments in the fields of IT, optoelectronics and electronics. We will continue to maximize the production of various adhesive tapes by transforming them toward solvent-free production, along with BOPP and PVC films, special chemicals for the semiconductor industry, and finished glues based on the core techniques of the Group.

IV. Future development strategies of the Company (ESG):

In addition to focusing on the existing products and techniques, we will enhance the development of customized products to meet different market demands based on our core products and techniques. Increasing the competitiveness of the products is another goal to be achieved with the support of the digital optimization and training of the talents in the aspects of energy-saving and carbon-reduction, in order to develop the Company as a benchmark enterprise that has the completest vertical integration in the production and sale of packaging materials. The Company will be dedicated to the implementation of the business

transformation policy to eliminate non-operating investments and assets, including idle factory buildings or equipment that is not favorable to the benefit, create the best ROE and ROA for the Company, become a benchmark and a happy enterprise with humans as the core based on our commitment to ethics, innovation, stability, and sustainable operations, and fulfill our social responsibilities in the achievement of the mission to create a multi-win situation for our employees, customers, shareholders, suppliers, and the Company.

V. Impacts of external competition environment, regulatory environment and overall business environment:

As for the external competition environment, the Company still faces the threat of oversupply from Mainland China and the developing countries in Southeast Asia. Nevertheless, since films and tapes are upgraded continuously and applied to more industries, the demands remain growing every year. With the support of the experiences and techniques that have been accumulated for more than 45 years, we continue taking the leading position in the tape industry in Taiwan and investing in specialty chemicals to increase the gross margin, enhance the competitive strength, and maintain our competitive advantages. As for the regulatory environment, the Company has started the carbon management project team in response to energy saving and carbon reduction and acquired the ISO 50001 Energy Management Systems certificate. We will continue performing greenhouse gas inventory as required by ISO 14064. As for the overall business environment, the geopolitical effect that is affecting the supply chain, the high inventory, and other factors worsen the uncertainty of the overall economic activities. Even though the Company has developed different countermeasures and these adverse elements will expectedly bring about an insubstantial impact on the business of the Company. The Group will create higher value for the customers and shareholders. The trade war between the US and China has brought about strong semiconductor demand in China market, and there is also a focus of deployment for special chemical products.

Two. Corporate Governance Report

I. Directors, General Manager, Deputy General Manager, Associates, Departments and Branch Officers Information

(I) Directors

1. Information about Directors

3/31/2026

Title	Nationality/ Place of Incorporation	Name	Gender/ Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	ROC	Ings Chyuang International Co., Ltd.	-	06.20, 2025	3	06.28, 2016	42,748,839	6.29%	43,603,815	6.44%	-	-	-	-	-	-	-	-	-	-
		Representative: Lee, Shu-Wei	M 41-50	-	-	-	-	-	-	3,092,757	0.46%	-	-	-	-	President, Ningbo Asia Plastics Technology Co., Ltd.; President, Wong Chio Development, Ltd.; President, Yem Chio Co., Ltd.; Chairman, Wong Chio Development, Ltd.; CEO, Real Estate Business Group, Yem Chio Co., Ltd.	The company: CEO Other companie: Director of YEM CHIO CONSTRUCTION CO., LTD., YEM CHIO Hotel Co., Ltd. and Achem Technology Corporation	Director	Lee, Chi-Cheng	Brothers
Director	ROC	Ings Chyuang International Co., Ltd.	-	06.20, 2025	3	06.28, 2016	42,748,839	6.29%	43,603,815	6.44%	-	-	-	-	-	-	-	-	-	-
		Representative: Lee, Chi-Cheng	M 41-50	-	-	-	-	-	-	2,856,933	0.42%	-	-	-	-	Vice Chairman, Deputy Chief Executive Officer, and Chief Operating Officer of China Region, Achem Technology Corporation Master of Science in Mechanical Engineering, National Taiwan University Executive MBA, College of Management, National Taiwan University	The company: General Manager Other companie: Chairman of YEM CHIO Distribution Co., Ltd. Chairman of Achem Technology Corporation. Director of YEM CHIO Construction Co., Ltd. and ACHEM OPTO-ELECTRONIC CORPORATION n.	Chairman	Lee, Shu-Wei	Brothers
Director	ROC	Asia Plastics Co., Ltd.	-	06.20, 2025	3	06.28, 2013	52,974,405	7.80%	54,033,893	7.98%	-	-	-	-	-	-	-	-	-	-
		Representative: Lin, Si-shan	M 71-80	-	-	-	-	-	-	3,015,064	0.45%	2,155,966	0.32%	-	-	General Manager of Haojun Construction Co., Ltd., Chairman and General Manager of Hausen Construction Company, Mingdao Middle School	The company: None Other companies: Chairman and General Manager of Hausen Construction Company	-	-	-
Director	ROC	Asia Plastics Co., Ltd.	-	06.20, 2025	3	06.28, 2013	52,974,405	7.80%	54,033,893	7.98%	-	-	-	-	-	-	-	-	-	-
		Representative: Fang, Shu-Fen	F 61-70	-	-	-	-	-	-	-	-	-	-	-	-	Accounting manager, ACHEM Opto-Electronic Corporation; Deputy Director, Administration Division of ACHEM Opto-Electronic Corporation Director of Administration Division and Special Assistant of President, Yem Chio Co., Ltd.	The company: Special Assistant to the President Other companies: Director of Chuangfu Investment Company and ACHEM OPTO-ELECTRONIC CORPORATION. Director of Lian Sheng International Co., Ltd. Director of Xing Ying Technology Co., Ltd. Director of Jin Ying Materials Co., Ltd. Director of Hong Jing Xin Technology Co., Ltd.	-	-	-
Independent Director	ROC	Chen, Yan-jun	M 61-70	06.20, 2025	3	06.20, 2019	-	-	-	-	-	-	-	-	1. Chairman, General Manager, Chief Investment Strategy Officer of Can Star Netcom (Stock) Company 2. Chairman, Chief Executive Officer, Chief Risk Control Officer, General Manager of Group Finance of TSANN KUEN ENTERPRISE CO., LTD. 3. Chairman of Can Star International Travel Service (Stock) Company 4. Vice Chairman and Chief Strategy Officer of HOLA Hele (Stock) Company 5. Chief Financial Officer of HOLA	The Company: None Other Companies: Chairman of Junlin Co., Ltd., Independent Director of TECO Electro Devices Co., Ltd.	-	-	-	

															(Stock) Company Group, Deputy General Manager of Business and Marketing Development Center, National Taiwan University Institute of International Enterprise					
Independent Director	ROC	Hung, Jung-Ting	M 61-70	06.20, 2025	3	06.20, 2025	-	-	-	-	-	-	-	-	Former Assistant Supervisor of Cost Management, Nan Ya Plastics Corporation Former General Manager of Yuanta Securities Finance Co., Ltd. Master of Business Administration, Oregon State University, U.S.A.	None	-	-	-	
Independent Director	ROC	Wang, Jian-Chuan	M 61-70	06.20, 2025	3	06.20, 2019	-	-	-	-	10,804	0.00%	-	-	Advisor of the Ministry of Economic Affairs, member of the Industry Advisory Committee of the Ministry of Economic Affairs PhD in Economics, Purdue University	None	-	-	-	Note2

Note 1: If the Chairman of the company and the General Manager or the person with equivalent position (the top manager) are the same person, each other's spouse or relatives, the reason, rationality, necessity and corresponding measures (such as increasing the number of independent directors) should be explained. Moreover, there should be more than half of the directors not serving as employees or managers, etc. Related information: None

Note 2: Independent Director Wang, Jian-Chuan was dismissed from office due to his passing on January 8, 2026.

2. Corporate Shareholders

Major shareholders of corporate shareholders

04 25, 2026

Name of corporate shareholder	Major shareholders of corporate shareholders	Shareholding ratio%
Ings Chyung International Co., Ltd.	Lee, Shu-Wei (14.75%), Chi-Cheng, Lee (13.8%), Asia Plastics Co., Ltd. (4.75%) Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Lee, Chih-Hsieh (62.35%); Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Wang, Yu-Chuan (4.35%)	100%
Asia Plastics Co., Ltd.	Ings Chyung International Co., Ltd. (6.41%), Ying Chung Co., Ltd. (6.41%), Lee, Shu-Wei (10.24%), Chi-Cheng, Lee (10.23%), Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Lee, Chih-Hsieh (66.7%)	100%

Major shareholders of the Company's major institutional shareholders

04/25/2026

Name of corporate shareholder	Major shareholders of corporate shareholders	Shareholding ratio%
Asia Plastics Co., Ltd.	Ings Chyung International Co., Ltd. (6.41%), Ying Chung Co., Ltd. (6.41%), Lee, Shu-Wei (10.24%), Chi-Cheng, Lee (10.23%), Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Lee, Chih-Hsieh (66.7%)	100%
Ings Chyung International Co., Ltd.	Lee, Shu-Wei (14.75%), Chi-Cheng, Lee (13.8%), Asia Plastics Co., Ltd. (4.75%) Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Lee, Chih-Hsieh (62.35%); Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Wang, Yu-Chuan (4.35%)	100%
YING CHUNG CO., LTD.	Lee, Shu-Wei (16.22%), Chi-Cheng, Lee (17.08%), Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Lee, Chih-Hsieh (43.38%); Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Wang, Yu-Chuan (23.32%)	100%

3. Director's Information II

(1) The Disclosure of Directors' Professional Qualifications and Independent Directors' Independence Status:

Criteria Name	Qualifications and Experience	Independence of independent directors	Number of other listed companies where he/she serves as an independent director
Director Ings Chyung International Co., Ltd. Representative: Lee, Shu-Wei	Graduated with a Master's degree from Department of International Business, Ming Chuan University He is currently the Chairman of the Company's real estate business and the Chairman of Yem Chio Hotel. Before that, he served as the general manager of Asia Plastics in Ningbo, the general manager of Wangzhou Construction, the general manager of the Company, the Chairman of Wangzhou Construction, and the Director of the Finance Division, Director of the Human Resources Division and special assistant of the President of the YC Group. He has more than 5 years of work experience in business, finance, accounting and other areas required for the operation of the Company.		None
Director Ings Chyung International Co., Ltd. Representative: Lee, Chi-Cheng	He holds a Master of Science degree from the Graduate Institute of Mechanical Engineering, National Taiwan University, and an Executive MBA degree from the College of Management, National Taiwan University. He currently serves as the General Manager of the Company, Chief Executive Officer of the Adhesive Tape Business Division of YEM CHIO Group, and Chairman of YEM CHIO Distribution Co., Ltd. He previously served as Vice Chairman, Chief Operating Officer of China Region, and Deputy Chief Executive Officer of Achem Technology Corporation and has more than five years of professional experience required for business operations and corporate management.	N/A	
Director Asia Plastics Co., Ltd. Representative: Lin, Si-Shan	Mingdao Middle School, Chairman and General Manager of Hausen Construction Company, General Manager of Hausen Construction Company, has work experience in the areas of commerce, or otherwise necessary for the business of the company.		None
Director Representative of Asia Plastics Co., Ltd., Fang, Shu-Fen	Graduated with a master's degree in accounting from Northern Illinois University, USA. She is a qualified CPA and currently the Special Assistant to the President of the Company. Before that, she has served as the accounting manager and deputy director of the Administration Division of ACHEM Opto-Electronic Corporation, the director of the Company's Administration Division and General Manager. She is specialized in accounting and finance and has more than 5 years of work experience in business, finance, accounting and other areas required for the operation of the Company.		None
Independent Director Chen, Yan-Jun	Graduated with a Master's degree from Department of International Business, National Taiwan University, serves as the Convener of the Audit and Risk Committee and the Remuneration Committee of the Company. He is a qualified CPA and currently the Chairman of the Jun Lin Co., Ltd., Independent Director (Audit Committee Member, Sustainable Development Committee Member), TECO Image Systems Co., Ltd.; Remuneration Committee Member and Nomination Committee Member, University Vision Biotechnology Co., Ltd.. Before that, he served as the Chairman, General Manager, and Chief Investment Officer of Star Comgistic Capital Co., Ltd., the Chairman, CEO, Chief Risk Officer, Finance General Manager, CFO of Tsannkuen Co., Ltd., the Chairman of Star Travel	During the two years before being elected or during the term of office, each of the following independence assessment criteria were met: (1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or any of its affiliates (Does not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country and concurrently serving as such at a public company and its parent or subsidiary or a subsidiary of the same parent company). (3) Not a natural-person shareholder who	1

	Co., Ltd., the Vice Chairman and Chief Strategy Officer of HOLA Furnishing Co., Ltd., the CFO, Deputy General Manager of Sales and Marketing Development Center of Test Rite International Co., Ltd. He is specialized in accounting and finance and has more than 5 years of work experience in business, finance, accounting and other areas required for the operation of the Company.	holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranking in the top 10 in holdings.	
Independent Director Hung, Jung-Ting	He holds a Master of Business Administration degree from Oregon State University, U.S.A., and currently serves as a member of the Company's Audit and Risk Committee and Remuneration Committee. He previously served as Assistant Supervisor of Cost Management at Nan Ya Plastics Corporation and General Manager of Yuanta Securities Finance Co., Ltd., and has more than five years of professional experience in business operations, finance, accounting, and corporate management.	<p>(4) Does not have a spouse, relative within the second degree of consanguinity in the position of third level managers listed in (1) or personnel listed in (2), (3).</p> <p>(5) Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. (Does not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country and concurrently serving as such at a public company and its parent or subsidiary or a subsidiary of the same parent company).</p> <p>(6) Not a director, supervisor, or employer of another company where more than half of the company's director seats or voting shares are controlled by the same person. (Does not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country and concurrently serving as such at a public company and its parent or subsidiary or a subsidiary of the same parent company).</p> <p>(7) Not a chairperson, general manager, or person holding an equivalent position in the company and a person in any of those positions at another company or institution or a spouse thereof. (Does not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country and concurrently serving as such at a public company and its parent or subsidiary or a subsidiary of the same parent company).</p> <p>(8) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares of a specified company or institution that has a financial or business relationship with the company. (Does not apply to the specified company or institution which holds 20% or more and no more than 50% of the total number of issued shares of the public company, and the independent directors appointed in accordance with the Act or the laws and regulations of the local country and concurrently serving as such at a public company and its parent or subsidiary or a subsidiary of the same parent company).</p> <p>(9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole</p>	None

		<p>proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.</p> <p>(10) Does not have a spouse, or a relative within the second degree of kinship as any other director of the Company.</p> <p>(11) Does not fall under any of the conditions defined in Article 30 of the Company Act.</p> <p>(12) Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.</p>	
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(2) Diversification and Independence of the Board of Directors:

Diversification of the Board of Directors:

There are total six directors. Among the board members, five are male and one is female. The directors are aged between 40 and 70 years old and have extensive industry expertise and business background, which greatly enhances the independence and diversification of the Board of Directors allowing them to fully implement strategies and guidance. The board meetings are held at least once a quarter, and a total of 6 board meetings were held in 2025 with 94% attendance. Under the leadership of the Chairman of the Board, Lee, Shu-Wei makes management decisions with his extensive expertise to enhance operational performance and lead the Board of Directors.

Although the proportion of directors of either gender is currently less than one-third of the Company's board seats, all directors possess the professional capabilities required for the operation of the Company. We will look for suitable candidates for the re-election of the Board of Directors to gradually achieve the aforementioned goal.

In accordance with the company's regulations and the "Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies", the appointments of directors should take into consideration the entire configuration of the Board of Directors, including abilities in terms of operational judgment, operations management, accounting and financial analysis, crisis handling, knowledge of the industry, international market perspective, leadership, and decision-making. At the same time, the Board of Directors also complies with the "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies", arranging for the directors to attend external trainings, such as the operation of the Board of Directors and supervisors and healthy corporate governance course, in order to strengthen their governance capabilities.

The Specific Management Objectives of The Board of Directors' Diversity Policy and their Status of Achievement are as Follows:

Objective	Status
Independent Directors exceeded one-third of the board seats	3 independent directors
Independent directors have not served more than 3 terms	No more than 3 terms
The number of directors serving as managers of the Company shall not exceed one-third of the total number of directors	3 directors who also serve as managers

At least one director qualified as a CPA	two directors qualified as CPAs
Directors in either gender are no less than one-third of all directors	1 female director
Half of all directors have practical experience in operating a company	Achieved 100%
Half of all directors have practical experience in adhesive tapes	Achieved 100%
At least one of the members has practical experience in real estate construction	Achieved 100%

The implementation status of the diversity policy on the formation of the Board of Directors are described below:

Core of diversity Name		Basic formation						Professional background			Professional knowledge and skills							
		Nationality	Gender	Serving as employee	Age				Seniority of independent director (less than 9 years)	Accounting	Industry	Finance	Operational judgment ability	Operational management ability	Leadership	Crisis management ability	Knowledge of industry	Understanding of international markets
					41-50 years old	51-60 years old	61-70 years old	71-80 years old										
Director	Lee, Shu-Wei	R.O.C	Male	V	V				V	V	V	V	V	V	V	V	V	
	Lee, Chi-Cheng		Male	V	V					V		V	V	V	V	V	V	
	Lin, Ssu-Shan		Male				V			V		V	V	V	V	V	V	
	Fang, Shu-Fen		Female	V			V			V	V	V	V	V	V	V	V	
Independent Director	Chen, Yen-Chun		Male				V		V	V	V	V	V	V	V	V	V	
	Hung, Jung-Ting		Male				V		V	V	V	V	V	V	V	V	V	

The Independence Status of the Board of Directors:

Independence of the Board of Directors: The Board of Directors of the company consists of six directors, two of which are independent directors, accounting for 33% of all, four of the general directors, one is an external director, except for two directors who are relatives within the second degree of kinship, there is no relationship of spouse or a relative within the second degree of kinship among the other directors, so the Board of Directors is independent in the administration of its responsibilities.

(II) General Manager, Deputy General Manager, Associate, Heads of Departments and Branches

03 31, 2026

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shares Held in the Names of Others		Experience (Education)	Other Position (Note 3)	Managers who are Spouses or Within Two Degrees of Kinship			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
President	ROC	Lee, Chih-Hsieh	Male	05 01,2023	5,100,000	0.75%	4,569,298	0.68%	-	-	23rd ROC Youth Entrepreneurship, Chairman of Yanzhou Company, Master of Business Administration from Bellington University, USA	Other companies: Chairman of Ings Chyung International Co., Ltd and Director of Behavior Tech Computer Corp.	Chairman General Manager	Lee, Shu-Wei Lee, Chi-Cheng	Father and Son	
Chairman	ROC	Lee, Shu-Wei	Male	06.20.2025	3,092,757	0.46%	-	-	-	-	Chairman of YEM CHIO Co., Ltd. Concurrently serving as CEO of the Real Estate Business Division and Hotel Business Division CFO of YEM CHIO Co., Ltd. General Manager of Ningbo YemChio; Master of International Business, Ming Chuan University	Chairman of YEM CHIO CONSTRUCTION CO., LTD. Chairman of Yem Chio Hotel CO., LTD., Director of Achem Technology Corporation	President General Manager	Lee, Chih-Hsieh Lee, Chi-Cheng	Father and Son Brothers	Note3
General Manager	ROC	Fang, Shu-Fen	Female	03 25,2022	-	-	-	-	-	-	Special Assistant to the President of YEM CHIO CO., LTD. Master of Accounting, Northern Illinois University Pass the CPA Exam Passed the Taiwan Accountant Exam	Director of Chuangfu Investment Company and ACHEM OPTO-ELECTRONIC CORPORATION. Director of Lian Sheng International Co., Ltd. Director of Xing Ying Technology Co., Ltd. Director of Jin Ying Materials Co., Ltd. Director of Hong Jing Xin Technology Co., Ltd.	-	-	-	Note1
General Manager	ROC	Lee, Chi-Cheng	Male	06 21,2025	2,856,933	0.42%	-	-	-	-	General Manager of YEM CHIO Co., Ltd. and concurrently serving as CEO of the Adhesive Tape Business Division. Chairman of ACHEM Technology Corporation and Yem Chio Distribution CO., LTD., (formerly XIN CHIO Global Co., Ltd.) CEO of ACHEM Technology Corporation Chief Operating Officer and Deputy Chief Executive Officer of Achem Technology Corporation in China, Master of Business Administration, National Taiwan University Master of Mechanical Engineering, National Taiwan University	Chairman of Achem Technology Corporation and Yem Chio Distribution CO., LTD., Director of YEM CHIO Construction Co., Ltd. and ACHEM OPTO-ELECTRONIC CORPORATION.	President Real estate business group CEO	Lee, Chih-Hsieh Lee, Shu-Wei	Father and Son Brothers	Note 1

Tape Business Co-Chief Operating Officer	R.O.C.	Chao, Po-Yang	Male	03.01.2024	5	0.00%	-	-	-	-	Deputy CEO of AICHEM Technology Corporation Chairman of Foshan Plant, AICHEM Technology Corporation	None	-	-	-	Note 4
Tape Business Co-Chief Operating Officer	R.O.C	Yeh, Ming-Jiun	Male	11.01.2025	3,020	0.00%	-	-	-	-	Deputy Chief Operating Officer of the Adhesive Tape Business Division Director of the Sales Division of the Adhesive Tape Business Division General Manager of the Yangmei Plant of the Adhesive Tape Business Division	None	-	-	-	Note 4
Tape Business Co-Chief Operating Officer	China	Sun, Ni-Ying	Female	03.01.2025	-	-	-	-	-	-	Co-CEO of Mfg, Business, AICHEM Technology Corporation Deputy CEO of AICHEM Technology Corporation General Manager of Ningbo Plant, AICHEM Technology Corporation	None	-	-	-	
Distribution Business Group CEO	ROC	Jiang, Wen-Rong	Male	07 01,2018	425,693	0.06%	7,922	0.00%	-	-	General Manager of Packaging Materials Division and Director of YemChio Company, National Chengchi University Business Management-Master of Global Taiwanese Business Class	Director of Yem Chio Distribution CO., LTD., Director of Master Bao (Shanghai) Company and Achem (Wuhan) Company. Chairman of Lian Sheng International Technology Co., Ltd., Xing Ying Technology Co., Ltd., and Jin Ying Materials Co., Ltd.	-	-	-	
Financial Officer/ Accounting Officer	ROC	Chang, Yung-Chieh	Male	05.13.2021	8,643	0.00%	-	-	-	-	Deputy Audit Manager of Anhou Jianye United Certified Public Accountants, Manager of Finance Department of China Vehicle Division of Liuhe Enterprise Group Department of Accounting, Tamkang University	Director of Foshan Yida Adhesive Products Co., Ltd., YEM CHIO Construction Co., Ltd., AICHEM Technology Corporation, and Chuang Fu Investment Co., Ltd.; Supervisor of AICHEM Technology (Shanghai) Co., Ltd., Bao Master (Shanghai) Material Technology Co., Ltd., AICHEM Technology (Wuhan) Co., Ltd., Wanzhou Technology (Chengdu) Co., Ltd., Wanzhou Adhesive Products (Jiangsu) Co., Ltd., AICHEM Technology (Shanghai) Co., Ltd., AICHEM Technology Corporation, Ningbo YEM CHIO Adhesive Products Co., Ltd., Lian Sheng International Technology Co., Ltd., Xing Ying Technology Co., Ltd., Jin Ying Materials Co., Ltd., Quan Ke Enterprise Co., Ltd., and Hong Jing Xin Technology Co., Ltd.; Financial Officer of YEM CHIO Distribution Co., Ltd.	-	-	-	Note5
Corporate Governance Officer	ROC	Zheng, Yan-zhong,	Female	05 13,2021	341,140	0.05%	39,893	0.01%	-	-	Fu Jen Catholic University, Department of Accounting, National Taiwan University of Science and Technology, Graduate School of Management, EMBA Head of Audit Department of Zicheng United Certified Public Accountants	Supervisor of Achem Technology (Vietnam) Company, Director of Chuangfu Investment Company	-	-	-	

Accounting Officer ⁵	ROC	Chou, Yun-Tin,	Female	03 25,2022	3,060	0.00%	-	-	-	-	Deputy Audit Manager of Qinye Zhongxin United Certified Public Accountants Department of Accounting, Soochow University	Director of Wangzhou Development Company and ACHEM OPTO-ELECTRONIC CORPORATION	-	-	-	Note5
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Note 1: General Manager Fang, Shu-Fen resigned on June 21, 2025.

Note 2: Lee, Chi-Cheng, CEO of the adhesive tape business (formerly the manufacturing business), assumed the position of General Manager of Yem Chio on June 21, 2025, and concurrently oversees the adhesive tape business, specialty chemicals business, and distribution business.

Note 3: Lee, Shu-Wei, CEO of the real estate business, assumed the position of Chairman of Yem Chio on June 20, 2025, and concurrently oversees the real estate business and the hospitality business.

Note 4: Chao, Po-Yang, Co-Chief Operating Officer of the adhesive tape business (formerly the manufacturing business), retired on October 31, 2025, and Yeh, Ming-Chun, Vice Chief Operating Officer, was promoted to Co-Chief Operating Officer on November 1, 2025.

Note 5: Effective November 13, 2025, Chou, Yun-Ting was relieved of the position of the Company's head of accounting, and Chang, Yung-Chieh was appointed as the Company's head of accounting.

(III) Remuneration of Directors (Including Independent Directors), President, and Vice Presidents

Remuneration of Directors (Including Independent Directors)

Unit: NT\$ thousands

Title	Name	Remuneration								Ratio of Total Remuneration (A+B+C+D) and to Net Income (%) ⁸		Relevant Remuneration Received by Directors who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) And to Net Income (%) ⁸		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary ⁹
		Base Compensation (A) ²		Severance Pay (B)		Directors Compensation(C) ³		Allowances (D) ⁴				Salary, Bonuses, and Allowances (E) ⁵		Severance Pay (F)		Employee Compensation (G) ⁶						
		The company	All companies in the consolidated financial statements ⁷	The company	Companies in the consolidated financial statements ⁷	The company	Companies in the consolidated financial statements ⁷	The company	Companies in the consolidated financial statements ⁷	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements ⁷	The company		Companies in the consolidated financial statements ⁷		The company	Companies in the consolidated financial statements			
		Cash	Stock	Cash	Stock							Cash	Stock	Cash	Stock							
Chairman (Retired upon reelection on June 20, 2025.)	NGS Chyuang International Co., Ltd. Representative: Lee, Chih-Hsieh	30	30	-	-	-	-	-	-	30/ 0.0174%	30/ 0.0174%	2,163	2,163	43	43	-	-	-	-	2,236/ 1.2996%	2,236/ 1.2996%	None
Chairman	NGS Chyuang International Co., Ltd. Representative: Lee, Shu-Wei	60	60	-	-	-	-	-	-	60/ 0.0349%	60/ 0.0349%	2,800	2,800	64	64	162	-	162	-	3,086/ 1.7936%	3,086/ 1.7936%	None
Director (Re-elected on 06.20.2025 as a new director)	NGS Chyuang International Co., Ltd. Representative: Lee, Chi-Cheng	30	90	-	-	-	-	-	-	30/ 0.0174%	90/ 0.0523%	1,830	3,222	57	108	178	-	178	-	2,095/ 1.2176%	3,598/ 2.0912%	None
Director	Asia Plastics Co., Ltd. Representative: Lin, Ssu-Shan	60	60	-	-	-	-	36	36	96/ 0.0558%	96/ 0.0558%	-	-	-	-	-	-	-	-	96/ 0.0558%	96/ 0.0558%	None
Director	Asia Plastics Co., Ltd. Representative: Fang, Shu-Fen	60	60	-	-	-	-	-	-	60/ 0.0349%	60/ 0.0349%	2,629	2,629	108	108	134	-	134	-	2,931/ 1.7035%	2,931/ 1.7035%	None
Independent director	Chen, Yen-Chun	90	90	-	-	-	-	36	36	126/ 0.0732%	126/ 0.0732%	-	-	-	-	-	-	-	-	126/ 0.0732%	126/ 0.0732%	None
Independent director	Wang, Chien-Chuan	90	90	-	-	-	-	36	36	126/ 0.0732%	126/ 0.0732%	-	-	-	-	-	-	-	-	126/ 0.0732%	126/ 0.0732%	None
Independent director (Retired upon reelection on June 20, 2025.)	Chen, Shun-Fa	30	125	-	-	-	-	18	48	48/ 0.0279%	173/ 0.1005%	-	-	-	-	-	-	-	-	48/ 0.0279%	173/ 0.1005%	None
Independent director (Re-elected on 06.20.2025 as a new director)	Hong, Jung-Ting	60	60	-	-	-	-	18	18	78/ 0.0453%	78/ 0.0453%	-	-	-	-	-	-	-	-	78/ 0.0453%	78/ 0.0453%	None

1. Please describe the payment policy, system, standard and structure of the remuneration to independent directors, and the association of their responsibility, risk, and time devoted with the amount of the remuneration paid: The company's directors' remuneration is currently based on a fixed amount.

2. Further to the aforementioned disclosure, the remunerations received by the directors of the Company for rendering service to all companies included in the financial reports (e.g. serving as a consultant, who is not regarded as an employee, of the parent company/ any of the companies included in the financial reports/any investee) in the most recent year: NT\$90 thousand.

Remuneration of the President and Vice Presidents

Unit: NT\$ thousands; 12.31.2025

Title	Name	Salary (A) ²		Severance Pay (B)		Bonuses and Allowances (C) ³		Employee Compensation (D) ⁴				Ratio of total compensation (A+B+C+D) and to net income (%) ⁸		Compensation Paid to the President and Vice Presidents from an Invested Company Other than the Company's Subsidiary ⁹
		The company	Companies in the consolidated financial statements ⁵	The company	Companies in the consolidated financial statements ⁵	The company	Companies in the consolidated financial statements ⁵	The company		Companies in the consolidated financial statements ⁵		The company	Companies in the consolidated financial statements ⁵	
								Cash	Stock	Cash	Stock			
President	Lee, Chih-Hsieh	2,161	2,161	43	43	2	2	-	-	-	-	2,206/1.28%	2,206/1.28%	NONE
Chairman	Lee, Shu-Wei	2,706	2,706	64	64	94	94	162	-	162	-	3,026/1.76%	3,026/1.76%	
General Manager	Fang, Shu-Fen	2,574	2,574	108	108	55	55	134	-	134	-	2,871/1.67%	2,871/1.67%	
General Manager	Lee, Chi-Cheng	1,781	3,172	57	108	49	50	178	-	178	-	2,065/1.20%	3,508/2.04%	
Tape Business Co-Chief Operating Officer	Chao, Po-Yang	-	1,980	-	90	-	329	-	-	-	-	-	2,399/1.39%	
Tape Business Co-Chief Operating Officer	Yeh, Ming-Jiun	-	1,930	-	107	-	163	-	-	-	-	-	2,200/1.28%	
Tape Business Co-Chief Operating Officer	Sun, Ni-Ying	-	2,122	-	-	-	495	-	-	-	-	-	2,617/1.52%	
Distribution Business Group CEO	Jiang, Wen-Rong	-	1,334	-	95	-	7316	-	-	-	-	-	8,745/5.08%	

* Regardless of job title, anyone whose position is equivalent to general manager or deputy general manager (for example: president, chief executive officer, director... etc.) should be disclosed.

* Table of Range of Remuneration

Range of Remuneration	Name of President and Vice Presidents	
	Companies in the consolidated financial statements ⁶	Companies in the consolidated financial statements ⁷ , E
Under NT\$ 2,000,000		
NT\$2,000,000~NT\$4,999,999	Lee, Chih-Hsieh, Fang, Shu-Fen, Lee, Shu-Wei, Lee, Chi-Cheng	Lee, Chih-Hsieh , Fang, Shu-Fen, Lee, Shu-Wei, Lee, Chi-Cheng, Chao, Po-Yang, Sun, Ni-Ying, Yeh, Ming-Jiun
NT\$5,000,000~NT\$9,999,999		Jiang, Wen-Rong
NT\$10,000,000~NT\$14,999,999		
NT\$15,000,000~NT\$29,999,999		
NT\$30,000,000~NT\$49,999,999		
NT\$50,000,000~NT\$99,999,999		
Over NT\$100,000,000		
Total	4	8

4. Name of managers who distribute employee compensation and the distribution status

Unit: NT\$ thousands

	Title ¹	Name ¹	Employee Compensation - in Stock (Fair Market Value)	Employee Compensation - in Cash	Total	Ratio of Total Amount to Net Income (%)
Executive Officers	President	Lee, Chih-Hsieh	0	696	696	0.40%
	Chairman	Lee, Shu-Wei				
	General Manager	Fang, Shu-Fen				
	General Manager	Lee, Chi-Cheng				
	Distribution Business Group CEO	Jiang, Wen-rong				
	Tape Business Co-Chief Operating Officer	Chao, Po-Yang				
	Tape Business Co-Chief Operating Officer	Sun, Ni-Ying				
	Tape Business Co-Chief Operating Officer	Yeh, Ming-Jiun				
	Financial Officer	Chang, Yung-Chieh				
	Corporate Governance Officer	Zheng, Yan-Zhong				
	Accounting manager	Chou, Yun-Tin				

5. Comparison of Remuneration for Directors, General Manager and Deputy General Managers in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, General Manager and Deputy General Managers

(1) The ratio of total remuneration to the net income

Title	Ratio of total remuneration to the net income in 2024		Ratio of total remuneration to the net income in 2025	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Director	1.05%	3.11%	6.29% (Note2)	16.55% (Note2)
General Manager and Deputy General Manager				

Note 1: No analysis is made in the event that the variation is less than 20% or the change of the amount is less than NT\$10,000 thousand.

Note 2: The change in the ratio of the total remuneration for 2025 to net income after tax exceeded 20% due to a decrease in the Company's net income for the current

period.

(2) The remuneration to the Chairman and the directors is subject to the “Director Remuneration Management Regulations”, and the Board of Directors is authorized to determine it by resolution with reference to their involvement in and the value of their contribution to the operations of the Company; in addition, the remuneration to the President is comprised of salary and year-end bonus, the year-end bonus is based on the reasonable combination of the Company’s operations and individual performance. Remuneration to directors and the General Manager will be paid at rates in a structure under a system subject to adjustment based on future risk factors.

(3) The Articles of Incorporation and the Administrative Measures for Directors' Remuneration, whereby:

- i. The Company may pay remuneration to all directors for their service, provided that such remuneration shall not exceed 1% of the Company's profit after tax for the year.
- ii. Each person is entitled to a fixed amount of remuneration every year up to the limits set in the Articles of Incorporation.
- iii. All directors except for those who have a part in the daily management of the Company may receive attendance fees for their presence at shareholders' meetings, meetings of the board of directors or the audit committee and the remuneration committee once a day.
- iv. Travel expenses paid for the Company will be verified and reimbursed after the trip as per the Company's rules.
- v. The Chairman's remuneration will be determined by the board of directors due to his or her part in the management of the Company's daily operations.
- vi. If an independent director is also a member of the audit committee, then in addition to the second payment, the Company will pay each person an additional job allowance every year. Directors also serving as members of the remuneration committee will not receive a job allowance.

6. Performance evaluation of managerial officers:

The performance evaluation of the Company’s managers is primarily based on operational performance and the achievement of goals, with talent cultivation, innovative thinking, leadership, professionalism, execution ability, team collaboration, communication, and coordination serving as the key evaluation aspects.

7. Performance evaluation results of directors and managerial officers, the correlation of the content and amount of the remuneration with the performance evaluation, and the reasonableness thereof:

The Company’s operating revenue and operating profit decreased compared with 2024; therefore, the performance evaluation results and remuneration (bonuses) of the managerial officers were correspondingly reduced.

II. Implementation of Corporate Governance

1. Board of Directors

The Board of Directors held 6 meetings in 2025. The presence and attendance of the directors are described below:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【B/A】	Remarks
Chairman	Ings Chyung International Co., Ltd Representative: Lee, Shu-Wei	5	1	83%	Re-elected on June 20, 2025.
Director	Ings Chyung International Co., Ltd. Representative: Lee, Chi-Cheng	2	1	67%	Newly elected on June 20, 2025.
Director	Asia Plastics Co., Ltd. Representative: Lin, Si-shan	6	—	100%	Re-elected on June 20, 2025.
Director	Asia Plastics Co., Ltd. Representative: Fang, Shu-Fen	6	—	100%	Re-elected on June 20, 2025.
Independent Director	Chen, Yen-Chun	6	—	100%	Re-elected on June 20, 2025.
Independent Director	Wang, Jian Chuan	6	—	100%	Re-elected on 2022/6/17
Independent Director	Hong, Jung-Ting	3	—	100%	Newly elected on June 20, 2025.
Chairman	Ings Chyung International Co., Ltd Representative: Lee, Chih-Hsieh	3	—	100%	Retired upon reelection on June 20, 2025.
Independent Director	Chen, Shun-Fa	3	—	100%	Retired upon reelection on June 20, 2025.

Other items worth noting:

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

Meeting Date (Session)	Resolution	Opinions of the Audit Committee and the company's handling of the opinions of the Audit Committee
01.15.2025 (1 st meeting in 2025)	<ol style="list-style-type: none"> Proposal for purchasing a total of one land lot, serial no. 74, Letien Section, Nantun District, Taichung City. Ratification of the Beitou Xinzhoumei Section Multifamily Residential Buildings Construction Contract entered into with Chen Jing Shui ARCHITECTS & ASSOCIATES on April 16, 2024. Revision and change of the name from “Sustainable Information Management Procedure” to the “Sustainable Information Management Regulations” 	The proposals were approved by all the independent directors.
03.14.2025 (2 nd meeting in 2025)	<ol style="list-style-type: none"> Proposal for the appointment of CPAs for 2025 and the assessment of their independence and competency 	The proposals were approved by all the independent directors.

	2. Proposal for provision of endorsement and guarantee for subsidiaries to apply to financial institutions for loan facilities.	
08.12.2025 (5 th meeting in 2025)	1. Ratification of the acquisition of Evergreen Marine Corporation shares and disposal of Taiwan Semiconductor Manufacturing Company shares. 2. Change of the audit supervisor	The proposals were approved by all the independent directors.
11.13.2025 (6 th meeting in 2025)	1. Proposal for provision or cancellation of the endorsement and guarantee for subsidiaries to acquire loan facilities from financial institutions. 2. Proposal for loaning funds to subsidiaries 3. Proposal for ratifying the Company's acquisition of acquisition of MediaTek Inc. 4. Proposal for re-designation of the accounting manager 5. Adoption of the Procedure for Employee Remuneration Distribution and revision of the Procedure for Salary and Incentive Disbursement within the Payroll Cycle	The proposals were approved by all the independent directors.

(II) Any resolution of the Board of Directors for which dissent or reservation is expressed by any independent director, and recorded in the minutes or a written statement: None.

II. Regarding the situation of a director's recusal of conflict of interest, the name of the director, proposal, reasons for the recusal, and participation in the voting shall be described:

1. Proposal 2 dated Jan 15, 2025: Ratification of the Beitou Xinzhoumei Section Multifamily Residential Buildings Construction Contract entered into with Chen Jing Shui ARCHITECTS & ASSOCIATES on April 16, 2024. Director Fang, Shu-Fen is the spouse of Mr. Chen Jin-Shui, the designated architect from Chen Jin-Shui & Associates. Due to this personal interest in the matter, Director Fang recused herself from all discussions and voting on this proposal to avoid any conflict of interest.
2. Proposal 9 dated March 14, 2025: Nomination of candidates for Directors (including Independent Directors) and review of the qualifications of Independent Director nominees. The candidates were reviewed individually. During the review of nominees who are also incumbent Directors or Independent Directors (Independent Director Chen, Yen-Chun, Independent Director Wang, Chien-Chuan, Director Lee, Shu-Wei, Director Lin, Su-Shan, and Director Fang, Shu-Fen), the respective individuals recused themselves from the discussion and voting on their own nominations due to a conflict of interest.
3. Proposal 2 dated June 20, 2025: Appointment of members to the Remuneration Committee. The appointments were voted on individually. When voting on candidates who are also incumbent Directors (Independent Director Chen, Yen-Chun, Independent Director Wang, Chien-Chuan, and Independent Director Hung Jung-Ting), the respective individuals recused themselves from both the discussion and the voting on their own appointments due to a conflict of interest.
4. Proposal 3 dated November 13, 2025: Application for the (cancellation of) endorsements and guarantees for the subsidiaries' credit facilities from financial institutions. The proposal was voted on separately for each guarantee recipient. When voting on the endorsements and guarantees for Wanzhou Jiangsu Company, Ningbo Yem Chio Company, ACHEM TECHNOLOGY (VIETNAM) LTD, and ACHEM TECHNOLOGY HOLDINGS LTD, Director Lee, Chi-Cheng, who was also a director of these four companies, recused himself from all discussions and voting on these specific items due to a conflict of interest.
5. Proposal 4 dated November 13, 2025: Proposed provision of funds to its subsidiaries. The proposal was voted on individually for each loan recipient. When voting on the loans to Yem Chio Construction Co., Ltd. and Yem Chio Hotel Co., Ltd., Chairman Lee, Shu-Wei, who was a director for both companies, recused himself from the discussion and voting on these specific items due to a conflict of interest. When voting on the loan to ACHEM Technology Corporation, Director Lee, Chi-Cheng and Director Fang, Shu-Fen—who both serve as directors of the said company—recused themselves from the discussion and voting on this specific item due to a conflict of interest.

III. The implementation of the Board of Directors evaluation:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
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Execute once a year	2025/1/1~2025/12/31	Overall performance evaluation of the Board of Directors, individual directors and functional committees	Internal self-evaluation of the Board of Directors, self-evaluation of directors, and self-evaluation of functional committees and performance evaluation of the Board of Directors outsourced at least every three years.	<p>The measurement items for the performance evaluation of the Board of Directors include the following aspects:</p> <p>The measurement items for the performance evaluation of the Board of Directors include the following aspects:</p> <ol style="list-style-type: none"> (1) Participation in company operations, (2) Improvement of the quality of board decisions, (3) Board of Directors composition and structure, (4) Director selection and continuous education, (5) Internal control. <p>The functional committee's self-performance evaluation measures include the following aspects:</p> <ol style="list-style-type: none"> (1) Participation in company operations, (2) Awareness of the responsibilities of the functional committee, (3) Improvement of the decision-making quality of the functional committee, (4) Composition of the functional committee, and member selection, (5) Internal control.
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The Company completed the 2025 Board of Directors performance self-evaluation, and the evaluation results were reported to the Board of Directors in the first quarter of 2026. The results were also used as a reference for directors' remuneration and renomination.

The Board performance self-evaluation result averaged 4.87 out of a full score of 5, while the individual directors' performance self-evaluation result averaged 4.90 out of 5. The Board operated and communicated effectively, and fully performed its functions without restriction.

The Audit Committee performance self-evaluation result averaged 4.91 out of 5. It was recommended that annual training programs be arranged on new financial reporting regulations, IFRS updates, internal control, and cybersecurity issues.

The Remuneration Committee performance self-evaluation result averaged 4.74 out of 5. It was recommended that major issues, such as succession planning and risk assessment, be incorporated into regular review items, and that cybersecurity monitoring mechanisms be strengthened. As the Company operates across several different industries, reference to salary level data for each industry would further assist in evaluating the remuneration of senior executives. The Committee effectively strengthened its supervisory function, enhanced the quality of professional decision-making, and promoted the sustainable development of long-term corporate value. Overall operations were considered appropriate.

- IV. Evaluation of the goals (e.g. establishment of the Audit Committee, improvement of information transparency, etc.) and implementation with respect to enhancement of the function of the Board of Directors in the current and most recent year: After the re-election of all the directors and supervisors at the annual general meeting of shareholders on June 20, 2019, the Company set up the Audit Committee in lieu of the supervisors to enhance the function of the Board of Directors. In order to promote the stable operation and sustainable development of the Company, establish a sound risk management mechanism, provide a basis for risk management, manage risk properly, and thus ensure achievement of the operational goals, the Audit Committee was renamed to Audit and Risk Committee in November 10, 2023 under the approval of the Board of Directors. The Board of Directors operates in accordance with the "Regulations Governing Procedure for Board of Directors Meetings

of Public Companies” and important resolutions are announced on the MOPS in time after the Board meeting to ensure full disclosure of the information and protect the rights and interests of the shareholders.

Note: The actual attendance rate (%) is calculated based on the number of meetings of the Board of Directors and the actual number of attendance during the period of their employment.

2. Audit and Risk Committee (The company changed the name of the Audit Committee to the Audit and Risk Committee on 2023/11/10)

The audit and Risk committee of the company is composed of all independent directors. The operation of the audit and Risk committee is mainly for the supervision of the following matters:

- (1) Appropriate expression of the company's financial statements.
- (2) The selection (dismissal) and independence and performance of certified accountants.
- (3) Effective implementation of the company's internal control.
- (4) Company's compliance with relevant laws and regulations.
- (5) Management and control of the company's existence or potential risks; By integrating risk management into operational activities and daily management processes, the following goals are achieved:
 - (a) Achieve corporate goals.
 - (b) Improve management efficiency.
 - (c) Provide reliable information.
 - (d) Allocate resources efficiently.

The focus of the audit and Risk committee's annual auditing work:

- (1) Annual financial report.
- (2) Formulating or revising the internal control system.
- (3) Evaluation of the effectiveness of the internal control system.
- (4) Formulating or modifying the processing procedures for major financial business activities involving acquisition or disposal of assets, engaging in derivative commodity transactions, lending funds to others, endorsing or providing guarantees for others.
- (5) Matters involving the director's own interest.
- (6) Major asset or derivative commodity transactions, major capital loans, endorsements or guarantees.
- (7) Raising, issuing or private placement of equity securities.
- (8) Appointment, dismissal or remuneration of certified public accountants.
- (9) Appointment and dismissal of financial, accounting or internal audit supervisors.
- (10) Examine risk management policies, procedures, and structures, and regularly review their applicability and implementation effectiveness.
- (11) Review risk tolerance and guide resource allocation.
- (12) Make sure that risk management mechanisms can fully deal with risks faced by the Company and integrate them into daily operational processes.
- (13) Review the priority and risk level of risk control.
- (14) Examine the implementation of risk management, put forth necessary suggestions for improvement, and regularly report to the Board of Directors (at least once a year).
- (15) Implement the risk management decisions of the Board of Directors.

Information on Audit and risk Committee members:

December 31, 2025

Member Type	Name	Criteria	Independence	Number of other public companies where the person also serves in an Audit Committee
		Professional qualification and experience		
Independent director convener	Chen, Yen-Chun	Refer to the information on directors (2) on page 11	Refer to the information on directors (2) on page 11	1
Independent director	Wang, Chien-Chuan			0
Independent director	Hong, Jung-Ting			0

Independent director	Chen, Shun-Fa		1
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A total of 5 (A) meetings of the the Audit and risk Committee were held in 2025.
The attendance of the independent directors were as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【B/A】	Remarks
Independent Director	Chen, Yen-Chun	5	0	100%	Reelected on June 20, 2025.
Independent Director	Wang, Jian-Chuan	5	0	100%	Reelected on June 20, 2025.
Independent Director	Hong, Jung-Ting	2	0	100%	Newly elected on June 20, 2025.
Independent Director	Chen, Shun-Fa	3	0	100%	Retired upon on June 20, 2025.

Other items worth noting:

I. If the operation of the Audit and Risk Committee is in one of the following circumstances, the date, period, the content of the motion, the objections, reservations or significant recommendations of the independent directors, resolution of the Audit and Risk Committee, and the company's handling of the Audit and Risk Committee's opinions shall be stated.

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

Date of meeting (Term)	Subject Matter	The dissent, reservation or major suggestion of any independent director, the Audit and Risk Committee resolution, and how the Company manage the Committee's opinions
2025.01.15 (The 13th meeting of the 2nd term)	<ol style="list-style-type: none"> Proposal for purchasing a total of one land lot, serial no. 74, Letien Section, Nantun District, Taichung City. Ratification of the Beitou Xinzhoumei Section Multifamily Residential Buildings Construction Contract entered into with Chen Jing Shui ARCHITECTS & ASSOCIATES on April 16, 2024. 	<p>The proposal was approved by all the present members unanimously.</p> <p>The proposal was approved by all the present directors unanimously.</p> <p>Committee members Chen, Yen-Chun and Chen, Shun-Fa reminded that for future construction projects, the selection and appointment of architectural firms for design and supervision must involve more robust documentation of competitive bidding, price negotiation, and decision-making.</p> <p>Committee member Chen, Yen-Chun suggested that the contract's effectiveness should be confirmed by the Audit and Risk Committee and then submitted to the Board of Directors for ratification as required by law, and that the Board should also authorize the Chairman to execute the contract on its behalf.</p> <p>All the present members approved the revised proposal unanimously when the chair asked for their opinions.</p> <p>Director Fang, Shu-Fen is the spouse of Mr. Chen Jin-Shui, the designated</p>

	3. Revision and change of the name from “Sustainable Information Management Procedure” to the “Sustainable Information Management Regulations”	<p>architect from Chen Jin-Shui & Associates. Due to this personal interest in the matter, Director Fang recused herself from all discussions and voting on this proposal to avoid any conflict of interest. This proposal was ratified by the remaining six directors present, who also authorized the Chairman to execute the contract on behalf of the Board.</p> <p>The proposal was approved by all the present members unanimously. The proposal was approved by all the present directors unanimously.</p>
03.14.2025 (The 14th meeting of the 2nd term)	<ol style="list-style-type: none"> 1. The Company's 2024 business report, financial reports and consolidated financial reports. 2. Motion for 2024 earnings distribution 3. Proposal for the appointment of CPAs for 2025 and the assessment of their independence and competency 4. Proposal for provision of endorsement and guarantee for subsidiaries to apply to financial institutions for loan facilities. 5. Proposal for the 2024 “Effectiveness Evaluation of the Internal Control System” and the “Statement on Internal Control System” 	<p>The proposal was approved by all the present members unanimously. The proposal was approved by all the present directors unanimously.</p>
05.13.2025 (The 15th meeting of the 2nd term)	1. 1. Proposal for the Company’s 2025 Q1 consolidated financial reports	<p>The proposal was approved by all the present members unanimously. The proposal was approved by all the present directors unanimously.</p>
08.12.2025 (The 1st meeting of the 3rd term)	<ol style="list-style-type: none"> 1. Proposal for the Company’s 2025 Q2 consolidated financial reports 2. Proposal for the Acquisition of Evergreen Marine Corporation Shares and Disposal of Taiwan Semiconductor Manufacturing Company Shares. 3. Proposal for the Change of the Company’s Chief Internal Auditor. 	<p>The proposal was approved by all the present members unanimously. The proposal was approved by all the present directors unanimously.</p> <p>The ratification was approved by all the present members unanimously. The ratification was approved by all the present directors.</p> <p>Committee member Chen, Yen-Chun noted that the human resources department should establish a systematic mechanism to assist the new audit supervisor in quickly understanding the Group’s operations. The proposal was approved by all the present members unanimously. The proposal was approved by all the present directors unanimously.</p>
11.13.2025 (The 2st meeting of the 3rd term)	<ol style="list-style-type: none"> 1. Proposal for the Company’s 2025 Q3 consolidated financial reports 2. Proposal for provision of endorsement and guarantee for subsidiaries to apply (cancel) to financial institutions for loan facilities. 	<p>The proposal was approved by all the present members unanimously. The proposal was approved by all the present directors unanimously.</p> <p>The proposal was approved by all the present members unanimously. This proposal regarding entities for endorsement and guarantee was voted on in stages. Regarding the</p>

	<p>3. Proposal for loaning funds to subsidiaries</p> <p>4. Ratification of the Company’s Acquisition of MediaTek Inc. Shares.</p> <p>5. Review of the implementation of the risk management policies and procedures</p> <p>6. Proposal for re-designation of the accounting manager</p> <p>7. Salary and Incentive Disbursement within the Payroll Cycle</p>	<p>endorsement for Dongguan Yizhou Company, the Chairman consulted all attending directors, and the proposal was passed without objection. When voting on the endorsements and guarantees for Wenzhou Jiangsu Company, Ningbo Yem Chio Company, AICHEM TECHNOLOGY (VIETNAM) LTD and AICHEM TECHNOLOGY HOLDINGS LTD, Director Lee, Chi-Cheng, who was also a director of these four companies, recused himself from all discussions and voting on these specific items due to a conflict of interest. Approved by the consent of the other six attending directors.</p> <p>The proposal was approved by all the present members unanimously.</p> <p>The proposal was voted on individually for each loan recipient. When voting on the loans to Yem Chio Construction Co., Ltd. and Yem Chio Hotel Co., Ltd., Chairman Lee, Shu-Wei, who was a director for both companies, recused himself from the discussion and voting on these specific items due to a conflict of interest. Director Lee, Chi-Cheng chaired the meeting, and the proposal was passed with the consent of the six other directors present.</p> <p>When voting on the loan to AICHEM Technology Corporation, Director Lee, Chi-Cheng and Director Fang, Shu-Fen—who both serve as directors of the said company—recused themselves from the discussion and voting on this specific item due to a conflict of interest. The proposal was approved by the remaining five attending directors.</p> <p>The ratification was approved by all the present members unanimously.</p> <p>The ratification was approved by all the present directors.</p> <p>The proposal was approved by all the present members unanimously and reported to the Board of Directors.</p> <p>The proposal was approved by all the present members unanimously.</p> <p>The proposal was approved by all the present directors unanimously.</p> <p>The proposal was approved by all the present members unanimously.</p> <p>The proposal was approved by all the present directors unanimously.</p>
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(II) Except for the previous matters, other matters that have not been approved by the audit and Risk committee

but have been agreed to by more than two-thirds of all directors: None.

- II. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None.
- III. The communication status between independent directors and internal audit supervisors, accountants (should include major matters, methods and results of communication on the company's financial and business conditions, etc.):
 - (I) Independent directors and the internal audit officer can communicate with each other at any time by e-mail, telephone or meeting as needed. If there is a major abnormal event, a meeting can also be convened at any time, and the communication channels are diverse and smooth. The internal audit officer of the company delivers the previous month's audit report or follow-up report to independent directors for inspection every month, and the independent directors will give their responses or opinions depending on the necessity of the report.
 - (II) Besides the company's certified public accountants reporting to independent directors on the audit or review of financial reports, they should also hold a law promotion conference within the company at least once a year, to update new knowledge of fiscal and taxation laws and related measures to respond to related impacts. Normally, independent directors and accountants can communicate with each other by e-mail, telephone or meeting any time as needed. Independent directors and accountants of the company should have a close communication.

3. Corporate Governance Implementation Status and Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”

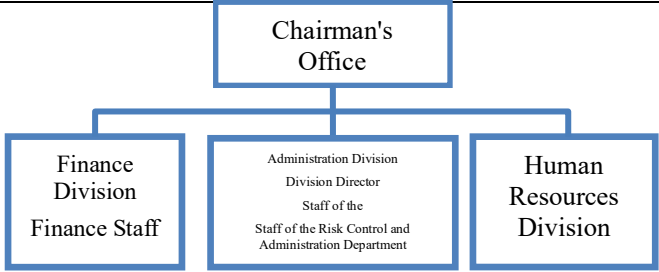
Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
I. Does the company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	✓		The company has formulated and disclosed the Corporate Governance Best-Practice Principles, and placed it on the company's website simultaneously.	None
II. Shareholding structure & shareholders’ rights				
(I) Does the company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure?	✓		(I) The company has formulated and implemented it. There is an area in the website for interested parties to deal with shareholder suggestions, doubts, disputes and litigation matters, product and service issues and suggestions. These are addressed in accordance with relevant procedures.	(I) None
(II) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	✓		(II) The company and the stock agency regularly keep track of the list of the company's major shareholders and their controllers.	(II) None
(III) Does the company establish and execute the risk management and firewall system within its conglomerate structure?	✓		(III) The assets, finances, and accounting of the affiliated companies are all independent operations. The relevant departments of the company regularly and irregularly audit the affiliated companies that hold the control, so as to avoid the risks of the company from the abuses of the affiliated companies.	(III) None
(IV) Does the company establish internal rules against insider trading with undisclosed information?	✓		(IV) In August 2016, the company has formulated the "Administrative Measures for the Prevention of Insider Trading" that prohibits company insiders from using undisclosed information on the market to buy and sell securities and expose them on the company's website.	(IV) None
III. Composition and Responsibilities of the Board of Directors				
(I) Has the Board of Directors established a diversity policy, set goals, and implemented them accordingly?	✓		(I) We have six directors, including five males and one female, and all of them are citizens of the Republic of China. The age of the directors is between 40 to 60. They have extensive professional knowledge of industries and experiences in business operations. This background and composition of the	(I) None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>directors can substantially enhance the independence and diversity of the Board of Directors and enable the directors to fully play their strategic and guiding roles. The Board of Directors holds at least one meeting every season. Six meetings were held in 2025 with an attendance rate of 94%. Chairman Lee, Shu -Wei is responsible for the establishment of the Company's operating strategies with his professional capabilities to improve the operating performance. He takes the chair of the Board meeting to ensure the normal operations of the Board of Directors.</p> <p>Although the number of the Company’s current directors of either gender is not always at least one-third of the total number of its current directors, all of the current directors possess the professional competence needed for the Company’s operations. In the re-election of the Board of Directors in the future, the Company will find suitable candidates to gradually achieve the said target.</p> <p>We follow the internal regulations and the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. Directors are elected and appointed in consideration of the overall configuration of the Board of Directors. The overall considerations for the formation of the Board of Directors include operational judgment and management ability, accounting and financial analysis ability, crisis management ability, knowledge of industry, understanding of international markets, leadership, and decision-making ability. In addition, the Board of Directors arranges director to take part in external training appropriately in accordance with the “Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies”, such as the courses in the practices of the Board of Directors and Supervisors and sound corporate governance, to strengthen the governance capability of the Company.</p> <p>The specific management goals and achievements of the diversity policy on the formation of the Board of Directors are</p>	

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons																		
	Yes	No																			
			<p>described Description below:</p> <table border="1"> <thead> <tr> <th>Objective</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>Independent Directors exceeded one-third of the board seats</td> <td>3 independent directors</td> </tr> <tr> <td>Independent directors have not served more than 3 terms</td> <td>No more than 3 terms</td> </tr> <tr> <td>The number of directors serving as managers of the Company shall not exceed one-third of the total number of directors</td> <td>3 directors who also serve as managers</td> </tr> <tr> <td>At least one director qualified as a CPA</td> <td>two directors qualified as CPAs</td> </tr> <tr> <td>Directors in either gender are no less than one-third of all directors</td> <td>1 female director</td> </tr> <tr> <td>Half of all directors have practical experience in operating a company</td> <td>Achieved 100%</td> </tr> <tr> <td>Half of all directors have practical experience in adhesive tapes</td> <td>Achieved 100%</td> </tr> <tr> <td>At least one of the members has practical experience in real estate construction</td> <td>Achieved 100%</td> </tr> </tbody> </table> <p>The implementation status of the Company’s Board Diversity Policy is as follows: Please refer to page 17. Board Independence: The Company’s Board of Directors currently consists of six directors, including two independent directors, representing 33% of the total board seats. Among the four non-independent directors, one is an external director. Except for two directors who are related within the second degree of kinship, none of the remaining directors have spousal or second-degree kinship relationships with one another. Accordingly, the Board of Directors maintains independence in the exercise of its duties and powers.</p>	Objective	Status	Independent Directors exceeded one-third of the board seats	3 independent directors	Independent directors have not served more than 3 terms	No more than 3 terms	The number of directors serving as managers of the Company shall not exceed one-third of the total number of directors	3 directors who also serve as managers	At least one director qualified as a CPA	two directors qualified as CPAs	Directors in either gender are no less than one-third of all directors	1 female director	Half of all directors have practical experience in operating a company	Achieved 100%	Half of all directors have practical experience in adhesive tapes	Achieved 100%	At least one of the members has practical experience in real estate construction	Achieved 100%
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Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(II) Does the company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	✓		(II) The company set up a salary and remuneration committee in November 2011, and an audit committee in June 2019, but has not yet set up various other functional committees. In November 2023, the Board of Directors approved the renaming of the Audit Committee to Audit and Risk Committee. In 2025, the Remuneration Committee held three meetings and the Audit and Risk Committee held five meetings. In order to promote the stable operation and sustainable development of the Company, establish a sound risk management mechanism, provide a basis for risk management, manage risk properly, and thus ensure achievement of the operational goals, the organization regulations of the Audit Committee were amended at the same time by adding the provisions related to risk management policies and procedures. Apart from this, no other functional committees have been set up.	(II) None
(III) Does the company establish a standard to measure the performance of the Board, and implement it annually?	✓		(III) The Company established the “Regulations Governing the Performance Evaluation of the Board of Directors” in November 2020 and conducts the evaluation every year. The results of the 2023 performance evaluation were submitted to the Board of Directors in March 2025. They will be used as a basis for the remuneration to and a nomination for re-election of individual directors. At the Board of Directors meeting held on August 11, 2023, it is resolved that the e “Regulations Governing the Performance Evaluation of the Board of Directors” shall be implemented once every three years. An external professional organization, Taiwan Institute of Ethical Business, was commissioned to perform the evaluation in November 2023 and the written evaluation report has been posted on the website of the Company.	(III) None
(IV) Does the company regularly evaluate the independence of CPAs?	✓		(IV) The Audit and Risk Committee of the Company performs regular assessments of the CPAs’ independence and competency. In addition to requesting CPAs to provide the “Statement of Independence” and the “Audit Quality Indicators, AQIs”, the Audit Committee performs the	(IV) None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			assessment based on the five scopes (profession, independence, quality control, monitoring and creativity) and 13 indicators of the AQIs. As confirmed, except for the fees with respect to the certification, finance and taxation cases, the CPAs do not have any financial interest or business relationships with the Company. The family members of the CPAs have also not acted in violation of the independence requirements. The CPA firm will continue to introduce digital auditing tools to improve audit quality. The assessment result in the most recent year was discussed and adopted by the Audit and Risk Committee on March 13, 2025 and a report was submitted to the Board of Directors on March 13, 2025. The Board of Directors made a resolution to adopt the assessment of the CPAs’ independence and competency.	
IV. Does the company set up a corporate governance unit or appoint personnel responsible for corporate governance matters (including but not limited to providing information for directors and supervisors to perform their functions, handling work related to the meetings of the Board of Directors and the shareholders' meetings, filing company registration and changes to company registration, and producing minutes of the board meetings and shareholders' meetings)?	✓		The Administration Office is a specific duty (concurrent) unit of corporate governance, responsible for corporate governance-related affairs. The Head of Corporate Governance was appointed on May 13, 2021 and the appointment was approved by the Board of Directors and reported to the competent authorities. The number of continuing education hours for the chief corporate governance officer has been reported to the competent authority 21 hours in 2025 25 hours in 2024 21 hours in 2023 16 hours in 2022 22 hours in 2021 (first term) 1. Member composition and responsibilities:	None

Evaluation Item	Implementation Status		Abstract Illustration	Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		
			 <pre> graph TD CO[Chairman's Office] --- FD[Finance Division Finance Staff] CO --- AD[Administration Division Division Director Staff of the Staff of the Risk Control and Administration Department] CO --- HRD[Human Resources Division] </pre> <p>Director of the Administrative Division: Responsible for the overall planning of corporate governance-related affairs and regularly reports to the Board of Directors. Risk Management Administration Personnel: perform corporate governance-related affairs and formulate internal corporate governance-related regulations and systems. Commissioner of the Finance Department: Prepare written records of the Board of Directors and shareholders' meeting minutes. Human Resources Division Personnel: Provide records of employee welfare results, education and training, etc.</p> <p>2. Terms of reference:</p> <ol style="list-style-type: none"> (1) Provide information required by the directors and supervisors to perform their business (2) Assisting directors and supervisors to comply with laws and regulations, and handle matters related to the Board of Directors and shareholders meeting in accordance with the law (3) Business execution situation in the current year <p>3. Work plan: Implement and execute in accordance with the stipulated corporate governance-related affairs. 4. Implementation frequency: Attend the Board of Directors meeting at least once a year to report corporate governance related matters.</p>	
V. Does the company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to	✓		The Company has established a stakeholder section on the website. There is dedicated personnel to respond to the issues that stakeholders are concerned about.	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?			<p>The type of the channels and designated personnel:</p> <p>(1) Shareholder contact and spokesman: Chang, Yung-Chieh (2) Contact for stakeholder complaints: Zheng, Yan-Zhong (3) Contact for sales and customer affairs: Lin, Chun-Hui (4) Contact for suppliers: Pan, Lin (5) Investor Relations Contact Person: Lin, Yung-Shih</p> <p>Communication with different stakeholders and reporting in 2025</p> <p><u>1. Competent authority:</u></p> <ul style="list-style-type: none"> - Reply to TWSE’s questionnaire on the greenhouse gas inventory and verification plan on a quarterly basis. - Reply to the questions of the tax bureau on tax declaration and verification. <p><u>2. Employees:</u></p> <ul style="list-style-type: none"> - Arrange up-to-date and corresponding training courses for new hires, general employees, mid-level managers, and senior management to continuously enhance capabilities for career development. - Education and training implementation status in 2025: <ol style="list-style-type: none"> (1) Conducted on February 7, 2025. "AI-Enabled Automated Office Workflows," through which employees become familiar with AI and ChatGPT and are able to practically integrate them into their work. The course totaled 6 hours, with 42 participants, and total training hours reached 252 hours. (2) Conducted on March 19, 2025 "Essential Work Guidance for Managers and Employee Individual Development Plans" training course, totaling 4 hours, with 55 participants, and total training hours reaching 220 hours. (3) Conducted on March 21, 2025 "Key Concepts for Fraud Prevention Awareness," featuring a lecture delivered by the Chief of the Tanmei Precinct of the Taipei City Police Department and his team to help employees understand current fraud methods and case studies, strengthen fraud awareness, and enhance vigilance. The session lasted 1.5 hours, with 20 participants, and total training hours reached 30 	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>hours.</p> <p>(4) Conducted on April 11, 2025 "AI-Integrated Excel Data Organization Techniques," enabling employees to understand how to leverage AI with Excel to improve office efficiency. The course totaled 6 hours, with 76 participants, and total training hours reached 456 hours.</p> <p>(5) Conducted on April 25, 2025, in both online and offline formats "AI Workplace Productivity Tools Practical Training" course, through which employees gained an understanding of how AI tools can support office workflows. The course totaled 6 hours, with 66 participants, and total training hours reached 396 hours.</p> <p>(6) Conducted on May 15, 2025 "Mid-Level Core Team Consensus Workshop," enabling management personnel to enhance management practices, learn how to interact with the new generation of subordinates, and build trust to lead them. The session totaled 3 hours, with 22 participants, and total training hours reached 66 hours.</p> <p>(7) Conducted on June 18-19, 2025 "RPA Made Easy: Building Automated Office Workflows with Power Automate," totaling 12 hours, with 46 participants, and total training hours reached 552 hours.</p> <p>(8) Conducted on June 13 & 25, 2025 "Workplace Unlawful Infringement Awareness Seminar," enabling employees to clearly understand the definition of unlawful infringement and how to respond if such situations occur. The session totaled 3 hours, with 51 participants, and total training hours reached 153 hours.</p> <p>(9) Conducted on July 24, 2025 "Analysis of Global Economic and Financial Developments," enabling managerial staff to understand global economic trends for the year and stay informed on financial developments. The session totaled 3 hours, with 70 participants, and total training hours reached 210 hours.</p> <p>(10) Conducted on July 25, 2025 "Mid- to Senior-Level Management Cultural Consensus Camp," enabling managerial staff to gain new experiences and</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>perspectives on corporate culture and shared values, and to broaden their thinking across different dimensions. The session totaled 8 hours, with 70 participants, and total training hours reached 560 hours.</p> <p>(11) Conducted on August 12, 2025 "Preparing for the Unexpected: Business Continuity Management," enabling mid- to senior-level management and directors and supervisors to gain a deeper understanding of how enterprises can achieve stable and sustainable operations. It took 3 hours and attracted 23 participants, totaling 69 training hours.</p> <p>(12) Conducted on August 29, 2025 "New Employee Forum, Including President Q&A and Team Communication for Win-Win Strategies" A total of 45 new employees of the Group in the first half of the year gathered to learn about the Group’s development history, corporate culture, and vision and objectives. Team collaboration and communication courses were also arranged to help new employees adapt to the culture as early as possible. It took 7 hours and attracted 45 participants, totaling 315 training hours.</p> <ul style="list-style-type: none"> - Cultivation of key talents “The Regulations on Cultivation of Successive Talents for Key Positions” of the Group took effect in 2023. In addition to cultivating critical talents through internal training, rotation, succession, and promotion this year, the Company actively recruited relevant mid-to-high-level talents from outside. - The Procedures of Childcare Subsidy took effect in July 2023. As of the end of September 2025, subsidies have been provided to 28 employees and 37 children. - The Group’s education scholarship as a subsidy for employees and their children in Taiwan has been launched. To encourage employees and their children to study continuously without concern, those with an average grade of A (80 points) and who demonstrate outstanding conduct, with a grade above A in the 2025 academic year, can apply to the Company for this subsidy. 67 employees and a total of 78 employees and children received the 	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>subsidy.</p> <p><u>3. Shareholders:</u></p> <p>1) At the shareholders’ meeting on June 20, 2025, the Company fully communicated with shareholders and included the opinions of shareholders who made a statement at the meeting in the minutes.</p> <p>2) Material information was announced within the time limit.</p> <p><u>4. Investors:</u></p> <p>Date and description of investor conference The Company was invited to the investor conference organized by Cathay Securities on August 28, 2025</p> <p>(1) Date of investor conference: 2025/08/28 (2) Time of investor conference: 15:00 (3) Place of investor conference: Online (4) Excerpts from the investor conference: The Company was invited to the online investor conference organized by Cathay Securities, where we described the status of our business operations, fully disclosed our financial information, and engaged in communication and opinion exchange with stakeholders on related issues.</p> <p>(5) Questions and replies: Investor A inquiry: Reasons for the decline in profitability of the adhesive tape core business in Q2 2025. Company response: The decline in profitability this quarter was mainly affected by exchange rate fluctuations. The NT\$ appreciated by approximately 12% in Q2 2025, directly compressing gross margin performance; in addition, non-operating foreign exchange losses amounted to approximately NT\$140 million in the first half of the year. Based on the Company’s assessment, each 1% appreciation of the NT\$ will reduce the gross margin by approximately 0.3% to 0.4%. Accordingly, the appreciation of the NT\$ in Q2 resulted in a decrease in gross margin of approximately 3% compared to the same period last year. However, looking ahead to the second half of the year, the NT\$ exchange rate is</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>expected to stabilize or depreciate, and the related foreign exchange losses may be reversed, with overall profitability expected to gradually stabilize.</p> <p>Investor B inquiry: Whether new customer orders have been secured in the Indian market.</p> <p>Company response: The Group has secured actual orders in the Indian market and is the first adhesive tape manufacturer in Taiwan to obtain BIS certification in India. The certification not only indicates that the product quality meets India’s safety and quality standards, but also signifies that the Group’s production processes have been officially recognized. As the benefits of the BIS certification gradually materialize, the Group expects to continue expanding its sales scale in the Indian market.</p> <p>Investor C inquiry: Reasons for the decline in profitability of the specialty chemicals business.</p> <p>Company response: The specialty chemicals business previously operated under an OEM model and has transitioned in recent years to sales under its own brand. During the transformation process, customer certification is required, and some customers are still in the certification stage, resulting in a short-term impact on profitability. Once the certification process is completed and shipments stabilize, overall profitability is expected to resume growth.</p> <p><u>5. Customer:</u></p> <ol style="list-style-type: none"> (1) Continue conducting video conferences and online meetings with customers. For example, we have a regular video conference with key customer M every Wednesday. In 2025, monthly quality review video conferences with Japanese customer N Company were added. (2) From January to August 2025, 105 customer complaints were filed to the Group with increase of 6 cases compared with the same period in 2024. (3) The Company passed the third-party RESA certification for Customer H in August 2025. (4) Customers entrusted a third-party auditing company to 	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>conduct on-site audits at the factory. In 2025, the factory successively passed Sedex certification.</p> <p>(5) The Company achieved a full score of 5 points (0–5) for the annual evaluation conducted by Customer N in August 2025. There were no customer complaints.</p> <p>(6) The Company completed the annual customer satisfaction survey in October 2025.</p> <p>(7) In 2025, the Company jointly implemented supplier cybersecurity risk management with Customer A to continuously identify and monitor risks.</p> <p><u>6. Suppliers</u></p> <p>(1) In September 2025, the information security audit of outsourcing suppliers was implemented.</p> <p>(2) In 2025, agreements on information security, confidentiality, information security audit rights and intellectual property rights were signed for each information outsourcing service.</p>	
VI. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The company has appointed a professional stock agent to conduct related affairs of the shareholders meeting	None
VII. Information Disclosure				
(I) Does the company have a corporate website to disclose both financial standings and the status of corporate governance?	✓		(I) The company has set up a website and designated a person to be responsible for the collection and disclosure of company information, and disclose financial business and corporate governance information on the company's website.	(I) None
(II) Does the company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	✓		(II) The Company has set up the shareholder contact and spokesman sections on the website to implement the spokesman system and disclose the information related to the shareholders and stakeholders instantly and give replies thereabout. The questions of the investors and the replies of the Company at the investor conference have been posted on the website of the Company.	(II) None
(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 financial report for the first, second and third quarters and the operating conditions		✓	(III) The company failed to announce and report the annual financial report within two months after the end of the fiscal year, and failed to announce and report the first, second, and third quarter financial reports and operating conditions of each month before	(III) Strive to announce and declare early

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
of each month before the prescribed deadline?			the prescribed deadline.	
VIII. Is there any other important information to facilitate a better understanding of the company’s corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ and supervisors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	✓		<ol style="list-style-type: none"> 1. The company has always treated employees with integrity and protected their legitimate rights and interests in accordance with relevant laws and regulations. It has established a complete employee welfare system and a good education and training system to establish a good relationship with employees. 2. In March 2019, a human rights policy was formulated to protect the rights and interests of employees. 3. The Company sends an email in a timely manner when a new law or regulation is promulgated, or provides the regulations amended by the competent securities authority to the directors for reference at the board meeting to help them understand the latest regulations as soon as possible. 4. The Company has taken out liability insurance for the directors since June 2019. The insurance for 2025 has been renewed. 	None
IX. Please explain the improvements which have been made in accordance with the results of the Corporate Governance Evaluation System released by the Corporate Governance Center, Taiwan Stock Exchange, and provide the priority enhancement measures. <ol style="list-style-type: none"> 1. The result of the 11th corporate governance evaluation in 2024 and the ranking range: 36%~50%. The ranking of the 12th corporate governance evaluation in 2025 is in progress. 2. We will continue paying attention to the ESG (Environmental, Social and Governance) issues and promote different energy-saving and carbon-reduction programs. 				

4. Composition, Responsibilities and Operations of the Remuneration Committee

The company's Board of Directors approved the establishment of its salary and remuneration committee. Its members are appointed through the resolution of the Board of Directors. Its main responsibilities are to regularly review directors, supervisors and managers' performance evaluation and remuneration policies, systems, standards and structures, and submit their recommendations to the Board of Directors. Discuss.

(1) Information on the members of the Salary and Compensation Committee

2025.12.31

Title ¹	Name	Criteria	Qualifications and Experience ²	Meets the Independence Criteria ³	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Independent Director	Chen, Yen-Chun		Please refer to pages 11 Director's Information II	Please refer to pages 11 Director's Information II	1
Independent Director	Wang, Chien-Chuan				0
Independent Director	Hong, Jung-Ting				0

(2) Information on the operation of the Salary and Compensation Committee

I. There are 3 members in the Remuneration Committee.

II. The term of office of the current members: From June 20, 2025 to June 19, 2028. A total of 3 (A) Remuneration Committee meetings were held in 2025. The attendance record of the Remuneration Committee members is shown below:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【B/A】	Remarks
Convener	Chen, Yen-Chun	3	0	100%	Served as the convener commencing January 8, 2026.
Committee member	Wang, Chien-Chuan	3	0	100%	Passed away in January 2026 and was automatically dismissed from office.
Committee member	Hong, Jung-Ting	2	0	100%	Newly appointed on June 20, 2025.
Committee member	Chen, Shun-Fa	1	0	100%	Relieved of duties on June 20, 2025.

Other items worth noting:

I. If the Board of Directors declines to adopt or modifies a recommendation of the Remuneration Committee, it shall specify the date and session of the Board meeting, the content of the proposal, the resolution adopted by the Board of Directors, and the Company's response to the Remuneration Committee's opinion (e.g., where the remuneration approved by the Board of Directors is more favorable than the recommendation proposed by the Remuneration Committee, the differences and reasons therefor shall be specified): None.

II. If any member of the Remuneration Committee expressed dissenting opinions or reservations regarding any resolution, and such opinions or reservations were recorded or stated in writing, the date and session of the meeting, the content of the proposal, all members' opinions, and the Company's response thereto shall be specified:

The previous-term Remuneration Committee meeting was convened on March 14, 2025.

Proposal 1: Periodic evaluation of the remuneration of the Company's managerial officers for review.

Resolution: The proposal was approved as proposed without objection by all attending committee members.

The first meeting of the current Remuneration Committee was held on August 12, 2025.

Proposal 1: Election of the Convener and Meeting Chairperson of the 6th Remuneration Committee of the Company.

Upon election, Committee Member Wang, Chien-Chuan was elected as the Convener and Meeting Chairperson of the 6th Remuneration Committee.

The second meeting of the current Remuneration Committee was held on November 13, 2025.

Proposal 1: Review of the policies, systems, standards, and structure for the performance evaluation and remuneration of the Company's managerial officers.

The proposal was approved unanimously by all attending committee members as originally proposed and submitted to the Board of Directors for resolution in accordance with the law.

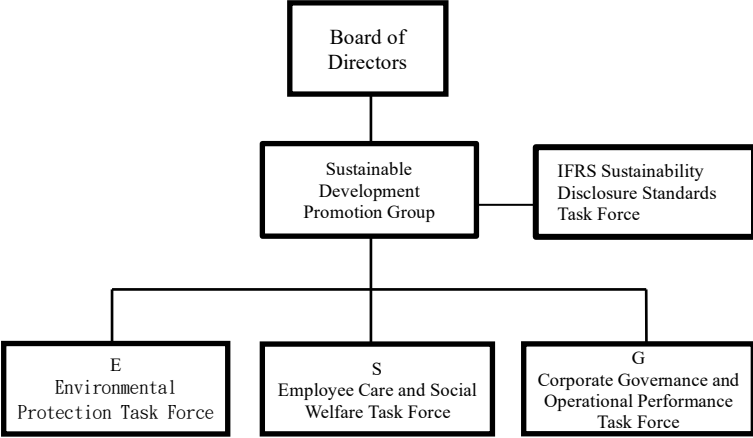
Proposal 2: The original proposal regarding the definition of grassroots employees of the Company was revised to the establishment of the "Operating Procedures for Distribution of Employee Compensation."

The proposal, together with the revised proposal title and explanatory notes, was approved unanimously by all attending committee members and submitted to the Board of Directors for resolution in accordance with the law.

Note:

- (1) If a member of the remuneration committee resigns before the end of the year, the date of resignation should be indicated in the remarks column. The actual attendance rate (%) is calculated based on the number of meetings of the remuneration committee during their employment and the actual number of attendances.
- (2) Before the end of the year, if the remuneration committee is re-elected, the new and old remuneration committee members should be listed, and the remarks column should indicate whether the member is old, new or re-elected and the date of re-election. The actual attendance rate (%) is calculated based on the number of meetings of the remuneration committee during their employment and their actual attendance.

5. Sustainable Development Implementation Status as Required by the Taiwan Financial Supervisory Commission

Evaluation Item	Implementation Status ¹		Abstract Illustration ²	Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		
I. Does the Company have a governance structure for sustainable development, and establish a dedicated (or ad-hoc) sustainable development unit under the senior executive authorized by the Board of Directors, which is supervised by the Board of Directors?	✓		<p>Organizational Chart of the Sustainable Development Promotion Group</p>  <pre> graph TD Board[Board of Directors] --- SDPG[Sustainable Development Promotion Group] SDPG --- IFRS[IFRS Sustainability Disclosure Standards Task Force] SDPG --- E[Environmental Protection Task Force] SDPG --- S[Employee Care and Social Welfare Task Force] SDPG --- G[Corporate Governance and Operational Performance Task Force] </pre> <p>The management has established the Sustainable Development Promotion Group, which is responsible for the implementation of various sustainability-related matters. The Group reports directly to the Board of Directors on a regular basis. It consists of three teams responsible for identifying sustainability-related information to be disclosed, as well as for the collection, recording, processing, preparation, adjustment, disclosure, and announcement of that information.</p> <p>a. Environmental Protection Task Force b. Employee Care and Social Responsibility Task Force c. Corporate Governance and Operational Performance Task Force</p> <p>The Environmental Protection Team has a sub-team responsible for energy conservation and carbon reduction.</p> <p>1. The ESG, Energy Conservation and Carbon Reduction Group was launched in June 2021, with the Chairman of the Board of Directors as the convener and all subsidiaries and plants of the group have</p>	None

		<p>energy managers who are responsible for implementing energy saving projects.</p> <p>2. Implementation status in 2025: (Continued from the implementation status in 2021)</p> <p>(1) The Group's Energy Conservation and Carbon Reduction Team (established in June 2021) serves as the highest unit for promoting sustainability decisions.</p> <p>(2) Specific goal: A reduction of the energy consumption by 30% within 5 years from May 2021. Starting from 2026, using 2025 as the base year, annual reductions of 3% in electricity and related energy consumption will be achieved.</p> <p>(3) Responsibilities of each plant energy manager:</p> <p>a. To organize cross-departmental energy-saving teams in each plant.</p> <p>b. To plan and integrate various energy saving proposals (including energy information and energy efficiency evaluation).</p> <p>c. To implement various energy saving programs in each department.</p> <p>d. To track each energy saving proposal.</p> <p>e. To attend an energy saving meeting.</p> <p>f. Operation: To submit a monthly energy saving report and review the effectiveness of energy saving measures.</p> <p>(4) Since 2022 Q2, the energy-saving and carbon-reduction team of the Group has reported to the Board of Directors under its supervision.</p> <p>3. The Board of Directors periodically hears the report of the energy-saving and carbon-reduction team on its implementation and strategy, and reviews its work schedule to ensure the progress toward the strategic goals and make adjustment if necessary.</p>	
<p>II. Corporate Governance Implementation. Does the company declare its corporate social responsibility policy and examine the results of the implementation?2</p>	<p>✓</p>	<p>1. Risk management policies and procedures were formulated and approved by the Board of Directors in August 2023, and the risk management policies and procedures and their operation status were simultaneously posted on the website of the Company.</p> <p>2. In order to promote the stable operation and sustainable development of the Company, establish a sound risk management mechanism, provide a basis for risk management, manage risk properly, and thus ensure achievement of the operational goals, the Audit Committee was renamed to Audit and Risk Committee in November 2023. The organization regulations of the Audit Committee were amended by</p>	<p>None</p>

			adding the provisions related to risk management policies and procedures, and the implementation status of the risk management for the year was reported to the directors.	
III. Sustainable Environment Development (I) Does the company establish proper environmental management systems based on the characteristics of their industries?	✓		<ol style="list-style-type: none"> 1. Abide by and cooperate with the implementation of the various systems and policies of the group in ESG. <ol style="list-style-type: none"> (1) Obtain ISO 14001 certification and validity period: Changhua Coastal Plant: 2023/08/30~2026/08/30 Yangmei Plant: 2024/02/07~2027/01/09 (2) Acquisition of ISO50001 certification and effective period Changhua 2nd Film Plant 01/13/2023 - 01/12/2026 Yangmei 2nd Plant 01/18/2023 - 01/17/2026 (3) Completed the GHG inventory and verification for 2025 in accordance with ISO 14064-1. 2. According to the different attributes of the business unit, an appropriate environmental protection management system has been formulated, and monthly 6S safety and sanitation inspection, scoring competition and improvement of deficiency in each area led by senior managers. 	None
(II) (II) Is the Company committed to improving energy efficiency and using renewable materials with low environmental impact?	✓		The Company is committed to improving the efficiency of resource utilization. For example, the Company has invested in PP pellet recycling equipment to recycle and reproduce reusable film materials generated during the film production process for reuse in production, thereby reducing environmental impact and resource consumption.	None
(III) Does the Company evaluate current and future climate change potential risks and opportunities and take measures related to climate related topics?	✓		<ol style="list-style-type: none"> 1. The Company attaches much importance to the issue of carbon emissions. Since 2018, the Company has supported the government and implemented the renewable energy policy accordingly. We collaborate with renewable energy companies to set up solar power equipment with an electricity generation capacity of 1,302.195 kW and 3,858.25 kW on the roof of the Yangmei Plant and Changhua Plant, respectively. The systems have been launched and run for years. 2. In 2021, the Bureau of Energy, Ministry of Economic Affairs, issued the “Regulations for the Management of Setting up Renewable Energy Power Generation Equipment of Power Users above a Certain Contract Capacity,” in conjunction with our management of reasonable power consumption. The Yangmei Plant plans to install a solar power generation system, while the Changhua Plant plans to use renewable energy to meet the requirements of environmental protection regulations. 3. The ISO 50001:2018 Energy Management Systems was introduced to the Changbin 2nd Film Plant and Yangmei 2nd Plant in 2022, and 	None

		<p>the certificates were received on January 13, 2023, and January 18, 2023, respectively. With the certification, we can identify and manage related future risks in energy supply, as well as measure and monitor its use to identify areas for improvement. Improving overall performance is helpful for reducing energy consumption and expenditure, lowering carbon emissions, and achieving carbon reduction goals.</p> <p>4. In June 2023, the Changbin Plant signed a trading agreement for renewable energy power and certificates with a transfer capacity of no less than 368 kW. The annual use of renewable energy power reached 542,942 kWh and 542 certificates were received, thereby fulfilling the reporting obligation within three years. On January 16, 2024, the plant passed an external audit under ISO 50001:2018 Energy Management Systems.</p> <p>In April 2023, the Yangmei Plant signed a project contract for a solar power generation system with a planned capacity of 415.74 kW. The Plant also completed Taipower meter-connected operation on October 31, 2023.</p> <p>5. In 2024, Changhua Plant's use of renewable energy power reached 438,576 kWh, and 439 certificates were received. On November 29, 2024, the plant passed an external audit for ISO 50001:2018 Energy Management Systems. The assessment showed that the rooftop of the 2nd Film Plant still has space, and the setup of a solar power generation system with a capacity of 356.9 kW is planned. The application for a Type-1 power plant is in progress.</p> <p>6. In 2025, the Changbin Plant used 429,055 kWh of renewable energy and obtained 430 certificates; the ISO 50001:2018 Energy Management System passed external audit on December 17, 2025, and underwent a three-year recertification; one chiller unit was replaced by the end of August, achieving electricity savings of 388,360 kWh and reducing carbon emissions by 184,082 kilograms by December 31.</p>																												
<p>(IV) Does the company make statistics on greenhouse gas emissions, water consumption, and total waste volume in the past two years, and formulate policies for energy saving and carbon reduction, greenhouse gas reduction, water reduction, or other waste management measures?</p>	<p>✓</p>	<p>1. Greenhouse gas emissions, water consumption and total waste weight in the past two years</p> <p>Greenhouse gas emissions in each scope (Changhua Film Plant)</p> <table border="1" data-bbox="981 1241 1713 1398"> <thead> <tr> <th rowspan="2">Year</th> <th colspan="3">2025</th> <th colspan="3">2024</th> </tr> <tr> <th>Category 1</th> <th>Category 2</th> <th>Category 3 - 6</th> <th>Category 1</th> <th>Category 2</th> <th>Category 3 - 6</th> </tr> </thead> <tbody> <tr> <td>GHG emissions in each scope</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>GHG emissions (tCO₂e/year)</td> <td>4,340.5759</td> <td>12,936.9</td> <td>70,548.5846</td> <td>4,467.9172</td> <td>17,123.8302</td> <td>83,385.6304</td> </tr> </tbody> </table>	Year	2025			2024			Category 1	Category 2	Category 3 - 6	Category 1	Category 2	Category 3 - 6	GHG emissions in each scope							GHG emissions (tCO ₂ e/year)	4,340.5759	12,936.9	70,548.5846	4,467.9172	17,123.8302	83,385.6304	
Year	2025			2024																										
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GHG emissions in each scope																														
GHG emissions (tCO ₂ e/year)	4,340.5759	12,936.9	70,548.5846	4,467.9172	17,123.8302	83,385.6304																								

Percentage in total emissions (%)	4.94%	14.73%	80.33%	4.42%	16.28%	79.30%
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Greenhouse gas emissions in each scope (Changhua Tape Plant)

Year	2025			2024		
GHG emissions in each scope	Category 1	Category 2	Category 3 - 6	Category 1	Category 2	Category 3 - 6
GHG emissions (tCO ₂ e/year)	1,495.7406	1,290.9104	8,051.2834	2,046.1794	1,737.3996	10,927.5619
Percentage in total emissions (%)	13.8 %	11.91%	74.29%	13.91%	11.81%	74.28%

Waste disposal amount (Changhua Film Plant)

Year	2025			2024		
Disposal method	Incineration	Physical treatment	Recycle	Incineration	Physical treatment	Recycle
Non-hazardous (tons/year)	43.39	2.57	6477.94	44.57	13.11	7,020.307
Hazardous (tons/year)	0	0	0	3.134	0	0
Total volume treated (tons/year)	43.39	2.57	6477.94	47.704	13.11	7,020.307
As a percentage of total treatment volume (%)	0.67	0.04	99.29	0.7%	0.2%	99.1%

Waste disposal amount (Changhua Tape Plant)

Year	2025	2024
Disposal method	Incineration	Incineration
Non-hazardous (tons/year)	46.00	44.1020.50
Hazardous (tons/year)	0	0
Total volume treated (tons/year)	46.00	44.10
As a percentage of total treatment volume (%)	100%	100%

Water consumption (Changhua Film Plant)

Year	2025	2024
Water consumption (ton/year)	26,490	18,329
Percentage water consumption (%)	100%	100%

Water consumption (Changhua Tape Plant)

Year	2025	2024
Water consumption (ton/year)	14,679.8	15,663
Percentage water consumption (%)	100%	100%

2. The policies for reduction of greenhouse gas emissions and water consumption or other waste management policies?

(1) The Company complies with the Air Pollution Control Act and adopts the Best Available Control Technology (BACT). Each plant has established a comprehensive recovery system for the various organic solvents used in production. Through this recovery system, organic solvent waste gases generated during the coating process are recycled and reused. Improved recovery efficiency helps reduce air pollution and the volume of waste gas treatment.

In addition, the Company promotes energy conservation and carbon reduction, as well as the development of green energy industries, by installing charging facilities within plants, purchasing electric bicycles, reducing raw material consumption, converting gas boiler fuels to cleaner fuels, cooperating with government environmental protection authorities to reduce process loads and emissions, and upgrading and improving pollution discharge equipment, thereby reducing the impact of air pollution.

(2) We will make effort to recycle water resources within the factory to reduce consumption of groundwater and environmental load. In addition to implementing regular system maintenance and optimization on an ongoing basis as planned by the factory, we will conduct system improvement and reduce the pollution to the environment, and will continuously take water saving measures in the coming three years.

(3) The waste generated during the manufacturing process is

		<p>incinerated or buried or subjected to heat or physical treatment depending on its nature in order to deal with or dispose of the waste properly. The factory also actively improves its processes and internal procedures, continuously makes effort to increase the utilization efficiency of resources, use recycles materials that have low impact to the environment. We have outstanding performance in the recycling of resources inside and outside the factory and form an awareness within the factory.</p> <p>(4) The waste management policy has been established, including quantitative targets, implementation measures, and the status of achievement, as described below:</p> <p>I. Waste Reduction Management Policy and Quantitative Targets The annual environmental protection objective is "to continuously reduce the amount of process waste generated and increase the recycling rate." Based on the management principles of pollution prevention, resource circulation, and continuous improvement, quantitative waste reduction management targets are established in accordance with the relevant systems. The current quantitative target set by the plant is to maintain an overall waste recycling rate of over 90%. This target is achieved by enhancing the reuse of process by-products and strengthening resource recycling management, thereby continuously reducing the proportion of waste requiring final disposal. The relevant policies and management principles have been incorporated into the Changhua Plant's "Waste Management Procedures" and implemented accordingly.</p> <p>II. Implementation Measures To achieve the above reduction targets, the Changhua Plant primarily implements the following management measures:</p> <p>1. Process Optimization Management Continuously review process operations to reduce raw material loss and the generation of process waste.</p> <p>2. By-product Reuse Promote the reuse of process scrap and recyclable resources. For example, by-products such as waste film are centrally managed in designated areas and reused in accordance with regulations.</p> <p>3. Waste Classification and Resource Recycling Establish a waste classification system, under which general industrial waste, hazardous industrial waste, recyclable materials, and reusable by-products are separately collected and</p>	
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			<p>managed.</p> <p>4. Waste Management Tracking Monthly statistics on waste generation are compiled and the recycling rate is tracked, with periodic reviews conducted on the effectiveness of waste reduction measures.</p> <p>5. Education and Training and Promotion Through training and internal awareness initiatives, employees' understanding and execution of waste reduction and resource recycling are enhanced.</p> <p>III. Achievement According to the Changhua Plant's 2025 waste statistics, the overall waste recycling rate has exceeded 95%, surpassing the established management target of over 90%, indicating that the current management measures have effectively achieved the system objectives.</p> <p>IV. Ongoing Continuous Improvement The Company will continue to maintain and enhance the waste recycling rate through process improvements, resource recycling management, and internal audit mechanisms, in alignment with the Company's ESG and environmental management policies.</p> <p>3. The 2024 GHG inventory has been verified by an external third-party organization.</p>	
IV. Preserving Public Welfare (I) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		Regulations of employee service and ethics has been formulated and a human rights policy has been formulated in March 2019 to protect the rights and interests of employees.	None
(II) Does the company formulate and implement reasonable employee welfare measures (including remuneration, vacation and other benefits, etc.), and appropriately reflect operating performance or results in employee remuneration?	✓		<p>1. Business bonus, production bonus, executive bonus, and research and development bonus have been introduced to recognize operating performance or results as appropriate on employee remuneration.</p> <p>2. And implement reasonable employee welfare measures (such as employee travel subsidies, festival gifts, birthday gifts, and child care subsidies).</p> <p>3. The Neihu Headquarters offers employees meals paid partially by them as an option at noon on workdays. The catering provider was changed regularly to provide different dishes.</p> <p>4. The Child Care Subsidy Regulations was established in July 2023 to take care of the employees of the Group in Taiwan and enable them to work without concern. This was applicable for the entire 2025.</p> <p>5. In January 2025, the Board of Directors approved an amendment to the Articles of Incorporation to stipulate that a certain percentage of</p>	None

			annual earnings shall be appropriated for salary adjustments or remuneration for entry-level employees. No less than 0.5% of the Company's profit shall be appropriated as employee remuneration, of which no less than 50% shall be allocated as remuneration for entry-level employees. The proposed amendment to the Articles of Incorporation was subsequently submitted to the Board of Directors and shareholders' meeting for discussion and approval within the same year.	
(III) Does the company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	✓		<p>A safe and healthy working environment for employees has been provided, and safety and health education has been implemented for employees on a regular basis.</p> <ol style="list-style-type: none"> 1. Every summer, implement the prevention and eradication of pests (fleas, mosquitoes, cockroaches, etc.) in the work area. 2. Conduct health checkups for all employees every two years, and conduct follow-up health management and promotion based on the results of the health checkups. Date of last employee health check: November 1, 2025. 3. Promote the proposal improvement system to strengthen the improvement of the working environment and personnel safety. 4. Describe the number of fires in the year, the number of casualties, the number of casualties as a percentage of the total number of employees, and related improvement measures in response to fires. There was no fire in 2025, and the number of fires was 0, so there were no casualties and the ratio of casualties to the total number of employees. After the occupational accidents occurred, related units have enhanced the dissemination on the reasons of the occupational accidents and improved the safety protection and upgrade of the mechanical equipment within the factory. In addition, safety education, training and dissemination were arranged unceasingly within the factory to significantly improve the safety awareness among the employees. 	None
(IV) Does the company provide its employees with career development and training sessions?	✓		<p>Yes. Corresponding courses are arranged for new employees, regular employees, middle and top management to develop their career skills. Education and training implementation status in 2025:</p> <ol style="list-style-type: none"> 1. Conducted on February 7, 2025. "AI-Enabled Automated Office Workflows," through which employees become familiar with AI and ChatGPT and are able to practically integrate them into their work. The course totaled 6 hours, with 42 participants, and total training hours reached 252 hours. 2. Conducted on March 19, 2025 "Essential Work Guidance for Managers and Employee Individual 	None

		<p>Development Plans" training course, totaling 4 hours, with 55 participants, and total training hours reaching 220 hours.</p> <ol style="list-style-type: none"> 3. Conducted on March 21, 2025 "Key Concepts for Fraud Prevention Awareness," featuring a lecture delivered by the Chief of the Tanmei Precinct of the Taipei City Police Department and his team to help employees understand current fraud methods and case studies, strengthen fraud awareness, and enhance vigilance. The session lasted 1.5 hours, with 20 participants, and total training hours reached 30 hours. 4. Conducted on April 11, 2025 "AI-Integrated Excel Data Organization Techniques," enabling employees to understand how to leverage AI with Excel to improve office efficiency. The course totaled 6 hours, with 76 participants, and total training hours reached 456 hours. 5. Conducted on April 25, 2025, in both online and offline formats "AI Workplace Productivity Tools Practical Training" course, through which employees gained an understanding of how AI tools can support office workflows. The course totaled 6 hours, with 66 participants, and total training hours reached 396 hours. 6. Conducted on May 15, 2025 "Mid-Level Core Team Consensus Workshop," enabling management personnel to enhance management practices, learn how to interact with the new generation of subordinates, and build trust to lead them. The session totaled 3 hours, with 22 participants, and total training hours reached 66 hours. 7. Conducted on June 18-19, 2025 "RPA Made Easy: Building Automated Office Workflows with Power Automate," totaling 12 hours, with 46 participants, and total training hours reached 552 hours. 8. Conducted on June 13 & 25, 2025 "Workplace Unlawful Infringement Awareness Seminar," enabling employees to clearly understand the definition of unlawful infringement and how to respond if such situations occur. The session totaled 3 hours, with 51 participants, and total training hours reached 153 hours. 9. Conducted on July 24, 2025 "Analysis of Global Economic and Financial Developments," enabling managerial staff to understand global economic trends for the year and stay informed on financial developments. The session totaled 3 hours, with 70 participants, and total training hours reached 210 hours. 	
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		<p>10. Conducted on July 25, 2025 "Mid- to Senior-Level Management Cultural Consensus Camp," enabling managerial staff to gain new experiences and perspectives on corporate culture and shared values, and to broaden their thinking across different dimensions. The session totaled 8 hours, with 70 participants, and total training hours reached 560 hours.</p> <p>11. Conducted on August 12, 2025 "Preparing for the Unexpected: Business Continuity Management," enabling mid- to senior-level management and directors and supervisors to gain a deeper understanding of how enterprises can achieve stable and sustainable operations. It took 3 hours and attracted 23 participants, totaling 69 training hours.</p> <p>12. Conducted on August 29, 2025 "New Employee Forum, Including President Q&A and Team Communication for Win-Win Strategies" A total of 45 new employees of the Group in the first half of the year gathered to learn about the Group's development history, corporate culture, and vision and objectives. Team collaboration and communication courses were also arranged to help new employees adapt to the culture as early as possible. It took 7 hours and attracted 45 participants, totaling 315 training hours.</p>	
<p>(V) Does the Company conduct employee satisfaction surveys on a regular basis and disclose the status of its implementation and the improvement plan?</p>	<p>✓</p>	<p>Yes. The Company values the opinions of the employees. An anonymous questionnaire survey is conducted every year to conduct a multi-aspect investigation and improve feedback and recovery rates. The following is a summary of the 2025 survey, covering the management questionnaire, education and training, and corporate events, to evaluate the satisfaction of employees with the management system, career development, and corporate culture. [Management Questionnaire] 118 questionnaires were recovered during this survey to reach a 5% recovery rate. The results showed that employees had recommendations on how the Company's managers lead and manage, and provided feedback on their leadership style, decision-making, communication efficiency and care for employees. All feedback was provided to the managers involved for examination and discussion. The Company made improvements accordingly, including strengthening training for managers' leadership, improving decision-making execution, and optimizing the internal communication mechanism to promote understanding and trust between managers and employees. [Education and training]</p>	

		<p>A total of 14 courses were organized during the year, with a total of 545 attendees. 460 training satisfaction questionnaires were recovered with a recovery rate of 84%. In response to the AI era, the Company, in addition to continuously strengthening leadership, management, and communication training, has placed greater emphasis on AI-related courses to better align with employees' business needs and enhance workplace competitiveness. The survey results show that employees are generally satisfied with the training planning and arrangements for the year.</p> <p>[Corporate Events]</p> <p>One large-scale corporate family day was held throughout Taiwan during the year. A total of 800 employees and their dependents attended the event. A total of 193 questionnaires were collected with a 49% response rate.</p> <p>Upholding a people-oriented philosophy, the Company has, based on employee feedback, transitioned from hosting events separately in different locations to organizing integrated events across Taiwan, while incorporating a Group-wide family-oriented concept and atmosphere, allowing employees to share time with their families and enhancing cohesion.</p> <p>The survey on satisfaction showed that employees were satisfied with the arrangements for activities, and they appreciated the Company's emphasis on employee benefits and communication opportunities. In the future, the Company will continue to organize diverse activities, deepen corporate culture, and continuously create a sense of well-being for employees.</p> <p>The Company recognizes that employees' physical and mental well-being, as well as their learning and development, contribute to team atmosphere and work efficiency. Continuous employee care can drive organizational development. Going forward, the Company will continue to listen to employees' voices, incorporate feedback into management decisions and employee care initiatives, and continuously optimize the work environment and corporate culture.</p>	
(VI) Does the Company's product and service comply with related regulations and international rules for customers' health and safety, privacy, sales, labelling and set policies to protect consumers' or customers' rights and consumer appeal procedures?	✓	Yes, the consumer complaint procedure and the window for complaint is listed on the website.	None
(VII) Does the company formulate supplier management policies that require suppliers to	✓	The Company has formulated a supply chain management policy and performs supplier evaluations annually. The relevant information has	None

<p>implement relevant regulations on environmental protection, occupational safety and health, or labor hazards, and how to implement them?</p>		<p>been listed in the sustainability report and the Company's website. For major suppliers, there is a requirement to sign a "Social Responsibility Declaration Commitment". If the manufacturer's raw materials are found to contain hazardous substances that violate the laws and regulations, the purchaser will be required to immediately send a letter to notify the manufacturer for improvement; if the manufacturer cannot cooperate with the improvement, the contract will be terminated immediately or a search for a non-harmful substitute will be conducted.</p>	
<p>V. Does the company refer to internationally accepted standards or guidelines for preparing Sustainability Reports and other reports that expose the company's non-financial information? Has the pre-disclosure report obtained the assurance or verification of a third-party verification unit?</p>	✓	<p>The Company has used internationally accepted standards or guidelines as a reference for preparation of the corporate sustainability report and disclosed it on the website of the Company. https://www.ycgroup.tw/upload/csr/csrbook_2024.pdf Since 2018, the Company has been preparing the 2017 CSR report. In 2020, the title was changed to the Sustainability Report in response to the requirements of the competent authorities. The 2017 sustainability report has been certified by a third-party verification unit.</p>	None
<p>VI. If the Company has established its sustainable development code of practice according to the "Listed Companies Sustainable Development Code of Practice," please describe the operational status and differences: No discrepancy.</p>			
<p>VII. Other important information to facilitate a better understanding of the Company's implementation of sustainable development:</p> <ol style="list-style-type: none"> The company has always treated employees with integrity and protected their legitimate rights and interests in accordance with relevant laws and regulations. The company has established a complete employee welfare system and a good education and training system to establish a good relationship with employees. In March 2019, a human rights policy was formulated to protect the rights and interests of employees. The company immediately provides the relevant laws and regulations revised by the securities authorities to the directors for reference, so that the directors can immediately understand the latest laws and regulations. Since June 2019, the company purchased liability insurance for directors every year, and the insurance has been renewed in 2025. Sustainable development and social responsibility were implemented in 2025 and the implementation status was incorporated in the report to the Board of Directors on November 13, 2025. <p>Implementation item: Presentation of the ESG report, donations to Hondao Senior Citizen's Welfare Foundation, and formation of the Group's digital transformation project team.</p>			
Serial Number	Implementation	Organizer	Time
1	Held a Leofoo Village Family Day event	Human Resource Division/ Administration Division	May
2	Continuation of childcare subsidy for employees in Taiwan	Human Resource Division	July
3	Preparation of Chinese and English sustainability reports	Administration Division	January, May, June, July, and October
4	Activities for maintenance of good neighborly relations during the Spring Festival, Dragon Boat Festival and Mid-Autumn Festival	Yangmei Plant of AICHEM Technology Corporation	September
5	The Company appropriately employs local personnel at its operating locations to enhance community recognition and provide local employment opportunities, thereby supporting the development of local communities.	Human Resource Division	October

	<p>Statistics on local employment at the Yangmei and Changbin Plants as of September 2025 are as follows: The Yangmei Plant employed 412 local employees, of whom 314 resided in Taoyuan City, representing 76% local residency. The Changbin Plant employed 137 local employees, of whom 104 resided in Changhua County, representing 76% local residency.</p>			
6	<p>"Business Weekly" Issue No. 1979 (October) announced the latest "2025 Age-Generations Top 100" ranking. YC Group was selected for its proactive efforts in promoting intergenerational inclusion and building a sustainable workplace, demonstrating its forward-looking approach to human resource strategy and corporate culture management.</p> <p>6.1 Actively promote the "Reemployment Program for Retired Employees," inviting experienced employees to return to the workplace as maintenance supervisors or mentors, thereby passing on valuable technical expertise and enabling middle-aged and senior employees to continue contributing their value in the workplace. In response to digital transformation in the AI era, the Company has also introduced practical courses on AI automation and data processing to support employees aged 45 and above in upgrading their skills, ensuring that different generations can grow together throughout the transformation process.</p> <p>6.2 In terms of organizational culture, the Company emphasizes openness and communication. Through "360-degree feedback," one-on-one meetings, and the "Your Voice Matters" dialogue platform, employees of all generations are heard and able to participate in decision-making, thereby promoting mutual understanding and collaboration among teams. This inclusive environment has become an important foundation for the Company's simultaneous pursuit of innovation and stability.</p>	Human Resource Division	October	

Note 1: If the "Yes" box is checked, please describe the important policies, strategies and measures adopted and the implementation status. If it is "No", then please describe the differences and reasons in the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" column, and explain the future implementation plans of the relevant policies, strategies and measures.

As for the implementation items 1 and 2, TWSE and TPEX listed companies shall describe the governance and supervision framework of sustainable development, including but not limited to establishment, review and other measures with respect to management policies, strategies and goals. They shall also describe the risk management policies and strategies of the Company for environmental, social and corporate governance issues related to the Company's operations, and the assessment status thereof.

Note 2: If the company has prepared a corporate social responsibility report, the operation situation may indicate the method of consulting the corporate social responsibility report and the index page to replace it.

Note 3: The principle of materiality refers to those who have a significant impact on the company's investors and other interested parties related to environmental, social and corporate governance issues.

6. Climate related information and implementation status

Item	Implementation status																			
<p>1. Describe the board and management’s supervision and governance of climate-related risks and opportunities.</p>	<p>The Company formally established the "CSR Corporate Social Responsibility Committee" in the fourth quarter of 2017 (renamed to ESG Committee in 2021) with the Chairman of the board as the top person in charge, who instructs the head of each company in the Group to lead relevant subordinate departments to plan and implement various strategies and projects of corporate sustainable development. The Board of Directors hold regular meetings every year, and the performance, impact assessment, and the implementation progress of sustainability goals on ESG and climate change-related issues are reported at the meeting.</p> <ul style="list-style-type: none"> ● Establish a cross-departmental climate change risk working group responsible for identifying climate risks and assessing and responding to climate impacts within the scope of the responsibility. ● The highest person in charge of climate issues at the management level is the Chairman, who leads first-level managers to implement climate change-related management work and reports to the Board of Directors. ● The top executive of the business group serves as the convener to promote green operations, improve environmental management performance and environmental risk control, identify major risks, and then discuss relevant countermeasures with each business unit of the company, and reported to the Board of Directors. 																			
<p>2. Describe how the identified climate risks and opportunities affect the company's business, strategy and finance (short-term, medium-term, long-term).</p>	<p>The impact of climate risks and opportunities on the company’s business and strategies:</p> <table border="1" data-bbox="1126 850 2060 1137"> <thead> <tr> <th>Business</th> <th>Risk</th> <th>Opportunity</th> </tr> </thead> <tbody> <tr> <td>Short term</td> <td>Marketing disruption, supply chain imbalance</td> <td rowspan="3">Develop green solutions, such as green manufacturing, green energy and green products, and increase the rate of material recycling and reuse.</td> </tr> <tr> <td>Medium term</td> <td>Changes in product standards, regulations, carbon pricing, etc.</td> </tr> <tr> <td>Long term</td> <td>Transform products and services towards low carbon and make required infrastructure conditions complete</td> </tr> </tbody> </table> <table border="1" data-bbox="1126 1177 2060 1425"> <thead> <tr> <th>Strategy</th> <th>Risk</th> <th>Opportunity</th> </tr> </thead> <tbody> <tr> <td>Short term</td> <td>Enterprise transformation to increase operational resilience through net-zero carbon reduction and application for relevant ESG certification</td> <td>Actively promote or jointly develop green products with customers</td> </tr> <tr> <td>Medium term</td> <td>Use renewable energy and increase low-carbon technologies,</td> <td>Seize key net-zero strategic opportunities provided by</td> </tr> </tbody> </table>	Business	Risk	Opportunity	Short term	Marketing disruption, supply chain imbalance	Develop green solutions, such as green manufacturing, green energy and green products, and increase the rate of material recycling and reuse.	Medium term	Changes in product standards, regulations, carbon pricing, etc.	Long term	Transform products and services towards low carbon and make required infrastructure conditions complete	Strategy	Risk	Opportunity	Short term	Enterprise transformation to increase operational resilience through net-zero carbon reduction and application for relevant ESG certification	Actively promote or jointly develop green products with customers	Medium term	Use renewable energy and increase low-carbon technologies,	Seize key net-zero strategic opportunities provided by
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	<table border="1" data-bbox="1126 158 2056 316"> <tr> <td data-bbox="1126 158 1303 252"></td> <td data-bbox="1303 158 1682 252">reduce water usage and consumption, and reduce solvent emissions</td> <td data-bbox="1682 158 2056 252">governments or relevant domestic and foreign research institutions to develop and</td> </tr> <tr> <td data-bbox="1126 252 1303 316">Long term</td> <td data-bbox="1303 252 1682 316">Arrange solutions under transformation/physical risks</td> <td data-bbox="1682 252 2056 316">deepen ecosystem partnerships</td> </tr> </table> <p data-bbox="1126 357 2096 906"> Four strategic directions: energy saving and carbon reduction, environmental protection, customer service, and product innovation 1. Focus on the following industries and products and develop differentiated applications Product: Power engineering, protection, wiring Harness Industry: Hardware, construction, automotive 2. In response to industry development trends, accelerate the development of environment-friendly products and comply with ROHS/REACH related specifications 3. Strengthen automation and supply chain integration and system integration to shorten delivery time, stabilize quality, reduce costs, and create product value 4. Establish an excellent team, strengthen personnel training and external recruitment, and improve personnel's professional skills and enthusiasm 5. Increase the quantity of sales to key customers Impact of climate risks and opportunities on the finance of the Company: The Company has formulated relevant response plans for the identified risks and opportunities. Taking carbon fees as an example, it is expected that operating costs will gradually increase due to price increase, resulting in a decline in profit. Therefore, the Company has set a net-zero emission target and actively promotes greenhouse gas reduction plans to reduce potential financial impact. </p>		reduce water usage and consumption, and reduce solvent emissions	governments or relevant domestic and foreign research institutions to develop and	Long term	Arrange solutions under transformation/physical risks	deepen ecosystem partnerships
	reduce water usage and consumption, and reduce solvent emissions	governments or relevant domestic and foreign research institutions to develop and					
Long term	Arrange solutions under transformation/physical risks	deepen ecosystem partnerships					
<p data-bbox="141 916 1025 943">3. Describe the financial impact of extreme climate events and transition actions.</p>	<p data-bbox="1126 916 2096 1252"> Due to extreme weather such as typhoons, heavy rains, and floods, business locations face problems such as power outages, traffic interruptions, and equipment damage, resulting in disconnections and affecting the Company's operations and customer rights. Assuming that the operation is interrupted for one day due to the extreme weather and taking into account future revenue growth, the potential financial impact that a one-day operation interruption may affect accounts for about 0.41% of the annual revenue. As for the cost of transition to low-carbon and green energy business, as assessed based on materiality, the investment of the Company in the green energy business and the construction of a cyclic ecological chain for green economy will lead to an increase in operating costs. Calculated based on the one-time investment amount, the potential financial impact is about 0.15% of the annual revenue. </p>						
<p data-bbox="141 1262 1086 1321">4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.</p>	<ul data-bbox="1126 1262 2096 1407" style="list-style-type: none"> <li data-bbox="1126 1262 2096 1407">● The management team of the Company collects the data on the future climate development trends of external markets, regulations, technologies and entities, lists the climate risks and opportunities that the company may face, and identifies major climate risks and opportunities after considering the degree of the impact and the likelihood of occurrence. Then the management team converts relevant climate risks 						

	<p>into financial numbers, consider the items that may cause financial impact as influential risks and opportunities, prioritize them according to their likelihood and severity, and formulate corresponding countermeasures. For the risks that are assessed as higher, additional climate scenario analysis is conducted and their potential financial impact is calculated in consideration of the current operational deployment.</p> <ul style="list-style-type: none"> ● After identifying the main risks, discussion of relevant countermeasures is made with the heads of the Company's business departments, and relevant risk assessments is reported to the Risk and Audit Committee for supervision. The convener of the Risk and Audit Committee regularly reports to the Board of Directors based on the risk management and assessment results. ● The Company incorporates the impact of climate change into material issues and key risk items for corporate sustainable development, implements risk management plans, and plan various response measures for operations, products, and supply chain management.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions and analysis factors used as well as main financial impacts shall be stated.	The Company has not used scenario analysis to assess resilience to climate change risks.
6. If there is a transformation plan to manage climate-related risks, describe the contents of the plan and the indicators and goals used to identify and manage physical risks and transformation risks.	The Company has not yet established a transformation plan for climate-related risks.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.	The Company has not yet used carbon pricing as a planning tool.
8. If climate-related goals are set, information such as the activities covered, greenhouse gas emission scope, planning schedule, annual achievement progress, etc. shall be stated; if carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of carbon reduction credit subject to the offset or the quantity of renewable energy certificates (RECs) shall be stated.	<p>The Company is committed to improving the energy resource efficiency for us and for customers, and has set a short-term goal to reduce energy consumption by 30% within five years starting from May 2021.</p> <p>Energy saving and carbon reduction management goals Taking 2020 as the base year, aiming to reduce the unit energy consumption by 30% in 2025 Starting from 2026, using 2025 as the base year, annual reductions of 3% in electricity and related energy consumption will be achieved.</p>
9. Greenhouse gas inventory and assurance, reduction goals, strategies and specific action plans (to be provided in 1-1 and 1-2).	<p>Please refer to:</p> <p>1-1 Greenhouse gas inventory and assurance status in the most recent two years 1-2-1 Greenhouse gas reduction goals, strategies and specific action plans</p>

1-1 Greenhouse gas inventory and assurance status in the most recent two years

1-1-1 Information of greenhouse gas inventory

Describe the greenhouse gas emissions (tCO₂e), intensity (tCO₂e/NT\$1 million) and data coverage in the most recent two years

Changhua Film Plant

Item	2025	2024
GHG emissions (tCO ₂ e)	87,826.1410	105,157.3780
Intensity	29.7817 (tCO ₂ e/NT\$1 million)	19.6079 (tCO ₂ e/NT\$1 million)
Data coverage	Scope 1 & Scope 2	Scope 1 & Scope 2

Changhua Tape Plant

Item	2025	2023
GHG emissions (tCO ₂ e)	10,837.9340	14,711.1410
Intensity	3.6751 (tCO ₂ e/NT\$1 million)	2.7431 (tCO ₂ e/NT\$1 million)
Data coverage	Scope 1 & Scope 2	Scope 1 & Scope 2

Note 1: Direct emissions (Scope 1, that is, directly from emission sources owned or controlled by the company), indirect emissions from energy (Scope 2, that is, indirect greenhouse gas emissions from the input of electricity, heat or steam) and Other indirect emissions (Scope 3, that is, emissions generated by company activities; they are not indirect emissions from energy, but come from emission sources owned or controlled by other companies).

Note 2: The data coverage of the direct emissions and the indirect emissions from energy shall be handled in accordance with the schedule specified in the regulations referred to in Paragraph 2, Article 10 of these Guidelines. The information of other indirect emissions may be disclosed voluntarily.

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

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover, and at least the data calculated based on turnover (NT\$ million) shall be stated.

1-1-2 Information of greenhouse gas assurance

Describe the assurance status in the most recent two years and up to the publication date of this annual report, including the scope, institution, criteria and opinion of the assurance.

2025 - Yem Chio completed the 2024 GHG inventory and external verification in accordance with ISO 14064.

In 2023, Yangmei Plants 1, 2, and 3 obtained external verification of greenhouse gas inventories conducted by DNV.

In 2023, Changhua Film & Tape Plant obtained external verification of greenhouse gas inventories conducted by AFNOR ASIA.

The certificates are available on the Company's website: https://www.ycgroup.tw/esg01_1.php

Acquisition of ISO 14001 certification and validity periods:

Changhua Tape Plant: 2023/08/30 – 2026/08/30

Yangmei Plant: 2024/02/07 – 2027/01/09

According to the "Sustainable Development Roadmap for TWSE/TPEX Listed Companies" announced by the Financial Supervisory Commission in March 2022, the Company is included in the Phase II implementation schedule for greenhouse gas inventories, under which greenhouse gas inventorying shall be completed by 2025 and verification shall be completed by 2027.

Note 1: The schedule specified in the regulations referred to in Paragraph 2, Article 10 of these Guidelines shall apply. If the company fails to obtain a complete greenhouse gas assurance opinion as the publication date of this annual report, it shall indicate that "the complete assurance information will be disclosed in the sustainability report". If the company does not prepare a sustainability report, it shall indicate that "the complete assurance information will be disclosed on the MOPS", and shall disclose complete assurance information in the annual report of the next year.

Note 2: The assurance institution shall comply with the relevant requirements that TWSE and TPEX have established for sustainability report assurance institutions.

Note 3: For disclosure content, please refer to the best practice reference examples on the website of the TWSE Corporate Governance Center.

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

Describe the base year for reduction of greenhouse gases and reduction data, reduction goals, strategies and specific action plans, and achievement status of the reduction goals.

The Company is committed to improving the energy resource efficiency for us and for customers, and has set a short-term goal to reduce energy consumption by 30% within five years starting from May 2021

Energy saving and carbon reduction management goals

1. Taking 2020 as the base year, the goal is to reduce the emissions by 30% in five years.

(1) The intensity of Changhua Film Plant in 2020: 15.984 (tCO₂e/NT\$1 million)

(2) The intensity of Changhua Tape Plant in 2020: 6.408 (tCO₂e/NT\$1 million)

2. Intensity in 2025:

(1) The intensity of Changhua Film Plant in 2025 was 29.7817 (tCO₂/NT\$1 million), increased by 86.32 compared with the base year

(2) The intensity of Changhua Tape Plant in 2025 was 3.6751 (tCO₂/NT\$1 million), decreased by 42.65% compared with the base year

3. Intensity in 2024:

- (1) The intensity of Changhua Film Plant in 2024 was 19.6043 (tCO₂/NT\$1 million), increased by 22.65% compared with the base year
- (2) The intensity of Changhua Tape Plant in 2024 was 2.7426 (tCO₂/NT\$1 million), decreased by 57.20% compared with the base year

Note 1: The schedule specified in the regulations referred to in Paragraph 2, Article 10 of these Guidelines shall apply.

Note 2: The base year shall be the year in which the greenhouse gas inventory is completed based on the boundary of the consolidated financial statements. For example, in accordance with the regulation referred to in Paragraph 2, Article 10 of these Guidelines, companies with paid-in capital of more than NT\$10 billion shall complete the greenhouse gas inventory for the 2024 consolidated financial statements in 2025; therefore, the base year shall be 2024. If a company has completed the greenhouse gas inventory for the consolidated financial statements in advance, such earlier year may be adopted as the base year. In addition, the base year data may be calculated based on a single year or the average of multiple years.

Note 3: For disclosure content, please refer to the best practice reference examples on the website of the TWSE Corporate Governance Center.

7. Situation of Ethical Corporate Management & Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons

The group to which the company belongs has clearly formulated the "Code of Integrity Management", and "Integrity" is even one of the four business concepts, which consists of integrity, stability, innovation and sustainability. Everyone who grows up in this corporate culture can look upon everything around with a sincere heart. Regardless of ourselves or others, products or customers, we all abide by this principle of good faith, and this is the company's greatest achievement in talent education, and it is the fundamental reason why the company has won the trust of customers.

In addition, the company also requires employees in the service code not to use their job relationships to request gifts and invitations from others, and employees should abide by the relevant laws and regulations applied in the execution of the business.

Evaluation Item	Implementation Status ¹			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
I. Establishment of ethical corporate management policies and programs				None
(I) Does the company declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its Board to implement the policies?	✓		(I) The group to which the company belongs has clearly formulated the "Code of Integrity Management", which has been approved by the Board of Directors. Both the Board of Directors and senior management follow this code.	None
(II) Does the company establish policies to prevent unethical conduct with clear statements regarding relevant procedures, guidelines of conduct, punishment for violation, rules of appeal, and the commitment to implement the policies?	✓		(II) The group has established a code of conduct for employees, which serves as a guide for employees' operating procedures and conduct, and is used to prevent dishonest behavior. a. Offering and receiving bribes. b. Providing illegal political donations. c. Improper charitable donations or sponsorships. d. Providing or accepting unreasonable gifts, entertainment or other improper benefits. e. Infringement of trade secrets, trademark rights, patent rights, copyrights and other intellectual property rights. f. Engaging in acts of unfair competition. g. Products and services that directly or indirectly damage the rights, health and safety of consumers or other interested parties when they are researched and developed, purchased, manufactured, provided or sold.	None
(III) Does the company clearly define operating procedures, behavioral guidelines, punishment and appeal systems for violations in the plan for preventing dishonest behavior, and implement them, and regularly review the plan before	✓		(III) The company has formulated the "Administrative Measures for the Prevention of Insider Trading" and affiliated group has formulated the "Key points for the implementation of the anti-corruption mechanism" to prevent from offering and	None

Evaluation Item	Implementation Status ¹			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
revision?			receiving bribes and the provision of illegal political contributions, etc., and have been reviewed and revised regularly.	
II. Fulfill operations integrity policy				
(I) Does the company evaluate business partners’ ethical records and include ethics-related clauses in business contracts?	✓		(I) The Company performs credit checking on counterparties and controls the credit limits to them. Observance of ethical principles is indicated in the agreement.	None
(II) Does the company set up a dedicated unit under the Board of directors to promote corporate integrity management, and regularly (at least once a year) report to the Board of Directors regarding its integrity management policies, plans for preventing dishonest behavior, and supervision of implementation?	✓		(II) The Administration Division is the unit responsible for the implementation of the ethical management. It reports to the Board of Directors about the supervision and implementation of the ethical management policies and the unethical conduct prevention plans on a regular basis (at least once a year). The Chief Auditor also attends the Board meeting for this purpose.	None
(III) Does the company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	✓		(III) When conflict of interest occurs, the headquarters of the Group may accept the statements and intervene for coordination. The Company established and announces the “Misconduct Investigation Regulations” in November 2018 for investigation of accepted reported matters.	None
(IV) Has the company established effective systems for both accounting and internal control to facilitate ethical corporate management, and are they audited by either internal auditors or CPAs on a regular basis?	✓		(IV) The Company has established the effective accounting and internal control systems and internal audit personnel have performed an audit in the form of a project on an irregular basis.	None
(V) Does the company regularly hold internal and external educational trainings on operational integrity?	✓		(V) The Company organizes education and training on ethical management every year on a regular basis. Conducted on March 21, 2025 "Key Concepts for Fraud Prevention Awareness," featuring a lecture delivered by the Chief of the Tanmei Precinct of the Taipei City Police Department and his team to help employees understand current fraud methods and case studies, strengthen fraud awareness, and enhance vigilance. The session lasted 1.5 hours, with 20 participants, and total training hours reached 30 hours. Conducted on June 13 & 25, 2025 "Workplace Unlawful Infringement Awareness Seminar," enabling employees to clearly understand the definition of	None

Evaluation Item	Implementation Status ¹			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>unlawful infringement and how to respond if such situations occur. The session totaled 3 hours, with 51 participants, and total training hours reached 153 hours. Conducted on July 25, 2025 "Mid- to Senior-Level Management Cultural Consensus Camp," enabling managerial staff to gain new experiences and perspectives on corporate culture and shared values, and to broaden their thinking across different dimensions. The session totaled 8 hours, with 70 participants, and total training hours reached 560 hours. Conducted on August 12, 2025 "Preparing for the Unexpected: Business Continuity Management," enabling mid- to senior-level management and directors and supervisors to gain a deeper understanding of how enterprises can achieve stable and sustainable operations. It took 3 hours and attracted 23 participants, totaling 69 training hours. Conducted on August 29, 2025 "New Employee Forum, Including President Q&A and Team Communication for Win-Win Strategies" A total of 45 new employees of the Group in the first half of the year gathered to learn about the Group’s development history, corporate culture, and vision and objectives. Team collaboration and communication courses were also arranged to help new employees adapt to the culture as early as possible. It took 7 hours and attracted 45 participants, totaling 315 training hours.</p>	
<p>III. Operation of the integrity channel</p> <p>(I) Does the company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?</p> <p>(II) Does the company establish standard operating procedures for confidential reporting on investigating accusation</p>	<p>✓</p> <p>✓</p>		<p>(I) The group to which the Company belongs has established the “Key Points for the Implementation of the Anti-Corruption Mechanism,” clearly designating the Office of the President as the unit responsible for handling whistleblowing reports, and has disclosed such information on the Company’s website.</p> <p>(II) The standard operating procedure for investigation of reported misconduct and related non-disclosure mechanisms</p>	<p>None</p> <p>None</p>

Evaluation Item	Implementation Status ¹			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
<p>cases?</p> <p>(III) Does the company provide proper whistleblower protection?</p>	✓		<p>is specified in the “Anti-Corruption Mechanism Implementation Guidelines.” The Company established and announced the “Misconduct Investigation Regulations” in November 2018 for investigation of accepted reported matters. The audit unit is responsible for the audit of accepted cases.</p> <p>(III) The "Key points for the implementation of the anti-corruption mechanism" and the "Report and Investigation Measures" have expressly emphasized the responsibility of protecting whistleblowers.</p>	None
<p>IV. Strengthening information disclosure</p> <p>Does the company disclose its ethical corporate management policies and the results of its implementation on the company’s website and MOPS?</p>	✓		<p>1. The Company’s Code of Integrity Management has been disclosed on the Company’s website.</p> <p>2. The Human Resources Division conducts promotion and communication during new employee orientation and training programs and requires new employees to read the relevant materials. The appropriateness and compliance of the content are also reviewed regularly.</p> <p>Regular orientation and training programs for new employees are conducted, and the main topics are summarized as follows:</p> <p>a. Yem Chio Group New Voice Forum The President participated in the forum, sharing the Group’s development, management philosophy (integrity, prudence, innovation, and sustainable operations), and corporate culture. Questions were collected from employees in advance through electronic forms, consolidated and provided to the President for comprehensive discussion and responses.</p> <p>b. Corporate Culture Consensus Camp: Centered on the Group’s One-Page Management Philosophy (integrity, prudence, innovation, and sustainable operations), consensus is built across these dimensions, key scenarios and interpretations of positive behaviors are defined, and the cultural management philosophy is translated into concrete implementation.</p> <p>c. The Group Approval Authority and Staff Code The description of the group's approval authority and staff</p>	None

Evaluation Item	Implementation Status ¹			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>codes, whistleblowers' terms and staff mailboxes to establish a basic awareness for staff.</p> <p>d. Staff Career Guidance Introduction of each division executive through an organizational chart (with contact information for each unit) and guidance for personal development.</p>	
V.	<p>If the company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation: The company has formulated a code of integrity management and disclosed it on the company's website. There is no major difference between its operation and the established code.</p>			
VI.	<p>Other important information to facilitate a better understanding of the company’s ethical corporate management policies (e.g., review and amend its policies): The company has formulated the key points for the implementation of the anti-corruption mechanism, staff code of conduct, and reporting and investigation methods to implement the determination to operate with integrity.</p>			

Note: Regardless of whether the evaluation item is achieved or not, the company shall state an appropriate explanation.

8. Other Important Information Regarding Corporate Governance: None.

9. Internal Control Systems

The implementation status of the internal control system shall disclose the following matters:

- (1) Declaration of the Internal Control System: Please check the information on Market Observation Post System
Index path (new version of MOPS): Market Observation Post System > Single Company > Corporate Governance > Company Regulations/Internal Control > Internal Control Statement Announcement
(<https://mops.twse.com.tw/mops/#/web/t06sg20>)
- (2) Those who entrust an accountant to review the internal control system should disclose the accountant's review report: None.

10. Important resolutions from the shareholders meeting and Board of Directors' meeting in the most recent year and as of the publication date of the annual report:

Important Resolutions from the General Meeting of Shareholders on June 20, 2025

- i. Recognition of the 2024 business report and financial statements.
Implementation status: Resolution passed.
- ii. Recognition of the 2024 earnings appropriation case.
Implementation status: Issuance of Cash dividends on September 26, 2025.
- iii. Proposal for amendment of the “Articles of Incorporation”.
Implementation status: The Company handles relevant affairs in accordance with the amended Articles of Incorporation.
- iv. Election of seven directors (including three independent directors).
Implementation Status: Directors were elected in accordance with the applicable regulations.
- v. Approved the lifting of non-competition restrictions on newly elected directors and their representatives.
Implementation Status: The non-competition restrictions on the newly elected directors and their representatives serving concurrently in other companies were lifted.

Important resolutions of the Board of Directors for the year 2025 and as of April 25, 2026:

Date of Meeting	Important Resolutions
January 15, 2025	<ol style="list-style-type: none"> I. Approved the proposal for purchasing a total of one land lot, serial no. 74, Letien Section, Nantun District, Taichung City. II. Approved the ratification of the Beitou Xinzhoumei Section Multifamily Residential Buildings Construction Contract entered into with Chen Jing Shui ARCHITECTS & ASSOCIATES on April 16, 2024. III. Approval of the proposal for the application to financial institutions for loan facilities. IV. Approved the revision and change of the name from “Sustainable Information Management Procedure” to the “Sustainable Information Management Regulations.” V. Approved the newly added employee remuneration for basic-level employees and special chemistry business items, and thereby amended some provisions of the Articles of Incorporation. VI. Approved the partial amendment to the “Audit and Risk Committee Charter”.
March 14, 2025	I. Approval of the Company's 2024 business report, financial reports

	<p>and consolidated financial reports.</p> <p>II. Approved the proposal for 2024 earning distribution and capital increase from earnings.</p> <p>III. Approval of the proposal for the appointment of CPAs for 2025 and the assessment of their independence and competency.</p> <p>IV. Approval of the proposal for the application to financial institutions for loan facilities.</p> <p>V. Approval of the proposal for provision of endorsement and guarantee for subsidiaries to apply to financial institutions for loan facilities.</p> <p>VI. Approval of the proposal for the 2024 “effectiveness evaluation of the internal control system” and the “Statement on Internal Control System”.</p> <p>VII. Approval of the proposal for 2024 remuneration to employees.</p> <p>VIII. Approved the number of directors (including independent directors) to be elected at the 2025 general shareholders’ meeting.</p> <p>IX. Approved the list of nominated director (including independent director) candidates and review of the qualifications of independent directors.</p> <p>X. Approved the removal of non-competition restriction on the newly elected directors.</p> <p>XI. Approval of the proposal for the convention of the 2024 annual general meeting of shareholders.</p> <p>XII. Approval of the proposal for the remuneration to managerial officers.</p>
May 13, 2025	<p>I. Approval of the Company’s consolidated financial statements for the first quarter of 2025.</p> <p>II. Approval of the proposal for the Company to apply for credit facilities from financial institutions.</p> <p>III. Approval of the proposal for the establishment of a hotel branch by the Company.</p> <p>IV. Approval of the proposal for the Company to prepare its 2024 Sustainability Report internally.</p> <p>V. Approval of the proposal for the reassignment of the Company’s General Manager.</p>
June 20, 2025	<p>I. Approval of the election of the Chairman of the Board.</p> <p>II. Approval of the appointment of members of the Company’s Remuneration Committee.</p>
August 12, 2025	<p>I. Approval of the Company’s consolidated financial statements for the second quarter of 2025.</p> <p>II. Approval of the proposal for the Company to apply for credit facilities from financial institutions.</p> <p>III. Approval of the proposal for setting the record date for capitalization of earnings and share allotment.</p> <p>IV. Approval of the proposal for setting the capital reduction record date for the thirteenth and fourteenth share repurchases (treasury shares) by the Company.</p> <p>V. Approval of the ratification proposal for the Company’s acquisition of Evergreen Marine Corporation shares and disposal of Taiwan Semiconductor Manufacturing Company shares.</p> <p>VI. Approval of the proposal for the change of the Company’s Chief Internal Auditor.</p>
November 13, 2025	<p>I. Approval of the Company’s consolidated financial statements for the</p>

	<p>third quarter of 2025.</p> <p>II. Approval of the proposal for the Company to apply for credit facilities from financial institutions.</p> <p>III. Approval of the proposal for the Company to apply for (or cancel) endorsements and guarantees for subsidiaries' credit facilities from financial institutions.</p> <p>IV. Approval of the proposal for the Company to provide loans to subsidiaries.</p> <p>V. Approval of the ratification proposal for the Company's acquisition of MediaTek Inc. shares.</p> <p>VI. Approval of the 2026 audit plan.</p> <p>VII. Approval of authorizing the Chairman to exercise administrative management authority over the internal audit supervisor, including attendance management, performance evaluation, and expense reimbursement approval.</p> <p>VIII. Approval of the lifting of non-competition restrictions on Ms. Cheng, Yen-Chung, the Company's Corporate Governance Officer.</p> <p>IX. Approval of the reassignment of the Company's Chief Accounting Officer.</p> <p>X. Approval of the review of the policies, systems, standards, and structure for the performance evaluation and remuneration of the Company's managerial officers.</p> <p>XI. Approval of the establishment of the "Operating Procedures for Distribution of Employee Compensation" and amendments to the payroll and compensation issuance procedures under the payroll cycle.</p>
March 13, 2026	<p>I. Approval of the Company's 2025 business report, financial statements, and consolidated financial statements.</p> <p>II. Approval of the proposal for the distribution of 2025 earnings.</p> <p>III. Approval of the appointment of independent auditors for 2026 and the evaluation of their independence and competence.</p> <p>IV. Approval of the establishment of the Company's policy for pre-approval of non-audit services to be provided by the certifying accountants, their accounting firm, and affiliated firms to the Company and its subsidiaries.</p> <p>V. Approval of the designation of Independent Director Mr. Chen, Yen-Chun as the representative of the Company to handle matters relating to the registration of real property ownership transfer between Chairman Lee, Shu-Wei and Director Lee, Chi-Cheng.</p> <p>VI. Approval of the cancellation of the simplified merger between the Company and AICHEM TECHNOLOGY CORPORATION.</p> <p>VII. Approval of the disposal of MediaTek Inc. shares by the Company.</p> <p>VIII. Approval of the proposal for the Company to apply for credit facilities from financial institutions.</p> <p>IX. Approval of the "Assessment of the Effectiveness of Internal Control Systems" and the "Statement of Internal Control Systems" for 2025.</p> <p>X. Approval of amendments to certain provisions of the "Rules and Procedures for Election of Directors."</p> <p>XI. Approval of the periodic evaluation of remuneration for the Company's managerial officers.</p> <p>XII. Approval of the proposal for the distribution of employee remuneration for 2025.</p>

	<p>XIII. Approval of the review of the scope of the Company’s “entry-level employees” and the proportion of 2025 employee remuneration allocated to entry-level employees.</p> <p>XIV. Approval of amendments to the payroll and compensation issuance procedures under the payroll cycle.</p> <p>XV. Approval of the appointment of members of the Company’s Remuneration Committee.</p> <p>XVI. Approval of the by-election of one independent director.</p> <p>XVII. Approval of the nomination of candidates for independent director and the review of qualifications of independent director candidates.</p> <p>XVIII. Approval of the convening of the Company’s 2026 annual shareholders’ meeting.</p>
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11. The main content in which the directors or supervisors have different opinions on important resolutions passed by the Board of Directors in the most recent year and up to the date of publication of the annual report and have records or written statements: None.

III. Information Regarding the Company’s Audit Fee and Independence

1. Audit Fee

(Unit: NT\$ thousands)

Accounting Firm	Name of CPA	CPA’s Audit Period	Audit Fee	Non-audit Fee	Total	Remarks
Ernst & Young Taiwan	Liu Rong-Jin	2025.01.01 -2025.12.31	2,770	655	3,425	
	Hsieh Sheng-An					

Note: Non-audit public expenses refer to the payment of 1. Tax visa 2. Tax service 3. Financial report translation.

- Where the Company changes the CPA firm and the amount of the audit fees paid for auditing services during the year in which the change is made is lower than that for the previous year: None
- Audit fee has been reduced by more than 10% compared with the previous year: None

IV. Information on change of CPAs:

1. About former CPAs

Date of replacement	March 13, 2026		
Reasons and description of change	Business operation, development and internal management requirements		
Whether the appointment is terminated or not accepted by the client or CPA	Party	CPA	Client
	Status		
	Voluntary termination of appointment		
	Declination of appointment (renewal)		V
Opinions and reasons for issuance of audit reports in the	None		

most recent two years, excluding unqualified opinions			
Any differences in opinions between CPA and issuer	Yes		Accounting principle or practice
			Disclosure of financial reports
			Audit scope or step
			Others
	None	V	
	Description		
Other disclosures (To be disclosed in accordance with Article 10(6)(1)(d) to (1)(g) of these Guidelines)	None		

2. About Succeeding CPAs

Name of CPA firm	PricewaterhouseCoopers, Taiwan
Name of CPA	Lin, Yi-Fan and Chen, Chin-Chang
Date of appointment	Approved by the Board of Directors on March 13, 2026, and audited by the newly appointed independent auditors commencing from the first quarter of 2026.
Matters and results of the consultation on accounting treatment methods or accounting principles for specific transactions and possible issuance of financial reports prior to the appointment	None
Written opinions of the succeeding CPA on the matters regarding which the former CPA has expressed dissent	None

3. The former CPA's written response to the matters in Article 10(6)(1) and (2)(c) of these Guidelines: There is no dissent in the former CPAs' written response.

V. The Employment of the Company's Chairman, General Manager, Financial or Accounting Manager with the Firm of the Auditing CPA or Its Affiliated Businesses in the Past Year: None

VI. Changes in shareholding of Directors, supervisors, managers, and shareholders whose shareholding ratio exceeds 10%: Please check the information on Market Observation Post System. Equity transfer: Market Observation Post System > Single Company > Equity Change/Securities Issuance > Equity Transfer Information Query > Post-event Report Form for Insider Shareholding Change

(https://mops.twse.com.tw/mops/#/web/query6_1)。

Changes in equity pledge: Market Observation Post System > Single Company > Equity Change/Securities Issuance > Internal Pledge Dissolution > Announcement of Internal Pledge Dissolution (https://mopsov.twse.com.tw/mops/web/STAMAK03_1)

Equity transfer information:

Name (Note 1)	Reason for Share Transfer (Note 2)	Transactio n Date	Transaction Counterparty	Relationship Between the Transaction Counterparty and the Company, Directors, Supervisors, Managerial Officers, or Shareholders Holding More Than 10% of the Company's Shares	Number of Shares	Transacti on Price
Fang, Shu-Fen	Donation	20251212	Chen, Hsi	First-degree kinship	132,000	13.9
Fang, Shu-Fen	Donation	20260205	Chen, Wei-Ying	First-degree kinship	75,000	13.3
Fang, Shu-Fen	Donation	20260205	Chen, Yi	First-degree kinship	118,380	13.3

Note 1: Please specify the names of the Company's directors, supervisors, managerial officers, and shareholders holding more than 10% of the Company's shares.

Note 2: Please specify whether the shares were acquired or disposed of.

Equity pledge information: NA

VII. Relationship among the Top Ten Shareholders

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees ³		Remarks
	Shares	%	Shares	%	Shares	%	Shares	%	
Asia Plastics Co., Ltd. Representative: Yujuan Wang	54,033,893	7.98%	—	—	—	—	Note	Note	
	4,569,298	0.68%	5,100,000	0.75%	—	—			
Ying Chung Co., Ltd. Representative: Yujuan Wang	52,797,349	7.80%	—	—	—	—	Note	Note	
	4,569,298	0.68%	5,100,000	0.75%	—	—			
Ings Chyuang International Co., Ltd. Representative: Lee, Chih-Hsieh	43,603,815	6.44%	—	—	—	—	Note	Note	
	5,100,000	0.75%	4,569,298	0.68%	—	—			
Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Lee, Chih-Hsieh	27,711,344	4.09%	—	—	—	—	—	—	
Jhou Ji International Limited Company Representative: Lee, Shu-Wei	21,028,836	3.11%	—	—	—	—	—	—	
	3,092,757	0.46%	—	—	—	—			
Yong Chen International Limited Company Representative: Lee, Chi-Cheng	20,817,302	3.08%	—	—	—	—	—	—	
	2,856,933	0.42%	—	—	—	—			
Yangjun Zheng	18,192,325	2.69%	—	—	—	—	Note	Note	
Investment account of BVI YEM CHIO company entrusted to keep by Mega International Commercial Bank	17,158,726	2.54%	—	—	—	—	—	—	
Zheng Damu Investment Co., Ltd. Representative: Yangjun Zheng	6,120,000	0.90%	—	—	—	—	Note	Note	
	18,192,325	2.69%	—	—	—	—			
Lee, Chih-Hsieh	5,100,000	0.75%	4,569,298	0.68%	—	—	Note	Note	

Note: Ings Chyuang International Co., Ltd. and Ying Chung Co., Ltd. are shareholders of Asia Plastics Co., Ltd., and Asia Plastics Co., Ltd. is a shareholder of Ings Chyuang International Co., Ltd., Yangjun Zheng is shareholder of Zheng Damu Investment Co., Ltd. Lee, Chih-Hsieh serves as a director of Ying Chung Co., Ltd. and Ings Chyuang International Co., Ltd., and as a supervisor of Asia Plastics Co., Ltd.

VIII. Comprehensive shareholding ratio

Unit: shares/ %

Re-Invested Businesses (Note)	Ownership by the Company		Direct or Indirect Ownership by Directors/Supervisors/Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
Yem Chio (Bvi) Co., Ltd.	47,117,523	100%	0	0	47,117,523	100%
Achem Technology Corporation	399,904,848	100%	0	0	399,904,848	100%
Yem Chio Distribution CO., LTD.	12,870,060	38.86%	7,465,000	22.54%	20,335,060	61.4%
YEM CHIO CONSTRUCTION CO., LTD. (Formerly Wongchio CO., LTD.)	34,507,664	100%	0	0	34,507,664	100%
YEM CHIO Hotel Co., Ltd. (Formerly UiNN Hotel limited company)	25,740,069	100%	0	0	-	100%
Yanrun Development Co., Ltd.	1,320,000	40%	0	0	1,320,000	40%
King Sun New Technology Co., Ltd.	7,300,000	66.36%	0	0	7,300,000	66.36%

Note: Refers to the company's investment using the equity method on December 31, 2025.

Three. Capital Overview

I. Capital and Shares

(I) Source of Capital

Source of Capital

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remarks		
		Shares	Amount (NT\$ thousands)	Shares	Amount (NT\$ thousands)	Sources of Capital	Investment by property other than cash	Other
2002.12	19.5	60,000	600,000	55,738	557,381	Capital increase by retained earnings of NT\$22,018,000 Capital increase by cash of NT\$95,000,000	None	1
2003.12	10	95,000	950,000	62,427	624,266	Capital increase by retained earnings of NT\$66,885 thousands	None	2
2003.12	—	95,000	950,000	72,161	721,607	The conversion of the first domestic convertible corporate bonds into common shares of NT\$9,734,035	None	3
2004.03	—	95,000	950,000	72,661	726,606	The conversion of the first domestic convertible corporate bonds into common shares of NT 4,998,990	None	3
2004.06	10	125,000	1,250,000	77,928	779,283	Capital increase by retained earnings of NT\$5,267,728,000	None	4
2004.12	—	125,000	1,250,000	78,111	781,107	The conversion of the first domestic convertible corporate bonds into common shares of \$NT 1,824,300	None	5
2005.08	10	125,000	1,250,000	84,845	848,446	Capital increase by retained earnings of NT\$67,339,000	None	6
2005.12	—	125,000	1,250,000	91,668	916,677	The conversion of the first domestic convertible corporate bonds into common shares of \$NT 68,230,750	None	7
2006.07	10	150,000	1,500,000	92,898	928,984	The conversion of the first domestic convertible corporate bonds into common shares of \$NT 12,307,000	None	8
2006.08	10	150,000	1,500,000	95,584	955,844	Capital increase by retained earnings of NT\$37,000,000 and Employee bonus of NT\$4,000,000 Capital reduction of NT\$14,140,000	None	9
2006.10	13.5	150,000	1,500,000	108,963	1,089,633	Capital increase by cash of NT\$100,000 and conversion of the first domestic convertible corporate bonds into common shares of NT\$33,789,000	None	10
2006.12	10	150,000	1,500,000	112,195	1,121,958	The conversion of the first domestic convertible corporate bonds into common shares of \$NT 2,258,000 and conversion of the second domestic convertible corporate bonds into common shares of NT\$30,066,000	None	11
2007.04	10	150,000	1,500,000	112,229	1,122,294	The conversion of second domestic convertible corporate bonds into common shares of NT\$336,000	None	12
2007.08	10	150,000	1,500,000	114,920	1,149,206	The conversion of second domestic convertible corporate bonds into common shares of NT\$26,912,000	None	13
2007.09	19	180,000	1,800,000	134,920	1,349,206	Capital increase by cash NT\$200,000 thousands	None	14
2007.10	10	180,000	1,800,000	146,179	1,461,796	Capital increase by retained earnings of NT\$111,180,000 and conversion of second domestic convertible corporate bonds into common shares of NT\$1,409,000	None	15
2008.04	10	180,000	1,800,000	143,953	1,439,534	The conversion of the second domestic convertible corporate bonds into common shares of NT\$8,623,000 conversion of third domestic convertible corporate bonds into common shares of NT\$31,005,000 // Retirement of 3,293,000 of the fourth treasury stocks and 2,896,000 shares of the fifth treasury stocks	None	16
2008.08	10	300,000	3,000,000	146,919	1,469,199	The conversion of the second domestic convertible corporate bonds into common shares of NT\$434,000 and conversion of the third domestic convertible corporate bonds into common shares of NT\$29,230,000	None	17
2008.11	10	300,000	3,000,000	142,506	1,425,065	The conversion of the third domestic convertible corporate bonds into common shares of NT\$295,000/Retirement of 4,443 thousand shares of the sixth treasury stocks	None	18

2008.12	10	300,000	3,000,000	151,728	1,517,281	Distribution of stock dividends of NT\$92,215 thousands	None	19
2009.01	10	300,000	3,000,000	150,379	1,503,793	Retirement of 1,016,000 shares of the first and second treasury stocks and retirement of 333 thousand shares of the seventh treasury stocks	None	20
2009.02	10	300,000	3,000,000	162,319	1,623,195	The conversion of the fourth domestic convertible corporate bonds into common shares of NT\$ 119,401,000	None	21
2009.04	10	300,000	3,000,000	162,365	1,623,658	The conversion of the fourth domestic convertible corporate bonds into common shares of NT\$1,793,000 // retirement of 133 thousand shares of eighth treasury stocks	None	22
2009.07	10	300,000	3,000,000	162,365	1,623,658	Revision of articles	None	23
2009.08	10	300,000	3,000,000	175,861	1,758,616	The conversion of the third domestic convertible corporate bonds into common shares of NT\$774,000 and conversion of the fourth domestic convertible corporate bonds into common shares of NT\$134,184,000	None	24
2009.08	10	300,000	3,000,000	203,433	2,034,333	Capital increase by retained earnings of NT\$275,716 thousands	None	25
2009.10	10	300,000	3,000,000	212,688	2,126,886	The conversion of the third domestic convertible corporate bonds into common shares of NT\$820,000 and conversion of the fourth domestic convertible corporate bonds into common shares of NT\$91,732 ,000	None	26
2010.02	10	300,000	3,000,000	230,416	2,304,163	The conversion of the third domestic convertible corporate bonds into common shares of NT\$33,880,000 and conversion of the fourth domestic convertible corporate bonds into common shares of NT\$143,396,000	None	27
2010.04	10	300,000	3,000,000	230,932	2,309,320	The conversion of the fourth domestic convertible corporate bonds into common shares of NT\$5,157,000	None	28/
2010.07	10	300,000	3,000,000	231,265	2,312,654	The conversion of the fourth domestic convertible corporate bonds into common shares of NT\$3,333,000	None	29
2010.10	10	300,000	3,000,000	232,799	2,327,999	The conversion of the fourth domestic convertible corporate bonds into common shares of NT\$15,345,000	None	30
2010.11	10	400,000	4,000,000	267,799	2,677,999	Distribution of stock dividends of NT\$350,000,000	None	31
2011.01	10	400,000	4,000,000	273,863	2,738,635	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$60,635,000	None	32
2011.04	10	400,000	4,000,000	277,014	2,770,144	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$31,509,000	None	33
2011.07	10	400,000	4,000,000	279,185	2,791,856	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$21,712,000	None	34
2011.10	10	400,000	4,000,000	280,571	2,805,713	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$13,856,000	None	35
2011.11	10	400,000	4,000,000	294,302	2,943,024	Capital increase by retained earnings to issue new shares	None	36
2011.11	10	500,000	5,000,000	294,302	2,943,024	Revision of articles, increase authorized capital and adjust the number of convertible shares of retained corporate bonds	None	37
2011.12	10	500,000	5,000,000	296,569	2,965,690	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$22,666,000	None	38
2012.03	10	500,000	5,000,000	296,569	2,965,690	Dismissal of supervisor, Registration of shareholders changed to appoint a representative as the supervisor	None	39
2012.04	10	500,000	5,000,000	297,488	2,974,888	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$9,198,000	None	40
2012.07	10	500,000	5,000,000	297,725	2,977,259	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$2,370,000	None	41
2012.08	10	500,000	5,000,000	297,725	2,977,259	Dismissal of supervisor, Registration of shareholders changed to appoint a representative as the supervisor	None	42
2012.09	10	500,000	5,000,000	357,223	3,572,237	Capital increase by retained earnings to issue new shares	None	43

2012.10	10	500,000	5,000,000	361,416	3,614,169	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$41,931,000	None	44
2012.12	17	500,000	5,000,000	394,416	3,944,169	Capital increase by cash of NT\$330,000,000	None	45
2013.04	10	500,000	5,000,000	395,594	3,955,933	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$11,764,000	None	46
2013.05	10	500,000	5,000,000	395,969	3,959,698	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$3,764,000	None	47
2013.07	10	500,000	5,000,000	395,969	3,959,698	Re-election of directors and supervisors, registration of changing to amend articles	None	48
2013.09	10	500,000	5,000,000	396,122	3,961,227	The conversion of the fifth domestic convertible corporate bonds into common shares of NT\$1,529,000	None	49
2013.10	10	500,000	5,000,000	444,054	4,440,548	The conversion of the fifth, sixth and seventh domestic convertible corporate bonds into common shares of NT\$83,615,000 and capital increase by retained earnings to issue new shares	None	50
2014.01	10	500,000	5,000,000	450,677	4,506,770	The conversion of the fifth, sixth and seventh domestic convertible corporate bonds into common shares of NT\$66,221,000	None	51
2014.04	10	500,000	5,000,000	464,960	4,649,609	The conversion of the sixth and seventh domestic convertible corporate bonds into common shares of NT\$142,839,000 and registration of new manager	None	52
2014.07	10	500,000	5,000,000	466,406	4,664,063	The conversion of the sixth and seventh domestic convertible corporate bonds into common shares of NT\$14,453,000	None	53
2014.09	10	600,000	6,000,000	512,696	5,126,964	Capital increase by retained earnings to issue new shares and apply for increasing authorized capital	None	54
2014.12	10	600,000	6,000,000	512,724	5,127,245	The conversion of the sixth and seventh domestic convertible corporate bonds into common shares of NT\$281,000	None	55
2015.04	10	600,000	6,000,000	512,724	5,127,245	The conversion of the sixth and seventh domestic convertible corporate bonds into common shares, capital increase by retained earnings to issue new shares and registration of new manager	None	56
2015.07	10	600,000	6,000,000	510,274	5,102,745	Retirement of 2,450,000 shares of ninth treasury stocks.	None	57
2015.10	10	600,000	6,000,000	459,002	4,590,021	Cash capital reduction 51,272,000 shares	None	58
2016.01	10	600,000	6,000,000	451,284	4,512,842	Retirement of 7,717,000 shares of tenth treasury stocks	None	59
2017.12	10	600,000	6,000,000	534,821	5,348,213	The company converted and issued new shares with Wonchio Chemical Co. Ltd.	None	60
2018.03	10	600,000	6,000,000	530,062	5,300,623	Retirement of shares converted with Achem Chemical Co. Ltd. to obtain treasury stocks.	None	61
2019.07	10	660,000	6,600,000	530,062	5,300,623	Apply for increasing authorized capital	None	62
2019.08	10	660,000	6,600,000	571,834	5,718,341	Capital increase by cash of NT\$450,000,000, Retirement of shares converted with Achem Chemical Co. Ltd. to obtain treasury stocks	None	63
2020.03	10	660,000	6,600,000	570,040	5,700,401	Retirement of 1,794,000 shares of employees' untransferred eleventh treasury stocks	None	64
2021.04	10	660,000	6,600,000	585,047	5,850,477	The conversion of the eighth and ninth domestic convertible corporate bonds into common shares	None	65
				575,667	5,756,677	Retirement of 9,380,000 shares of employees' untransferred eleventh treasury stocks		
2021.06	10	660,000	6,600,000	575,904	5,759,043	The conversion of the eighth and ninth domestic convertible corporate bonds into common shares	None	66
2021.07	10	1,000,000	10,000,000	575,904	5,759,043	Change of registered capital	None	67
2021.10	10	1,000,000	10,000,000	629,947	6,299,472	The conversion of the eighth and ninth domestic convertible corporate bonds into common shares	None	68
2021.12	10	1,000,000	10,000,000	638,054	6,380,540	The conversion of the eighth and ninth domestic convertible corporate bonds into common shares	None	69
04.2022	10	1,000,000	10,000,000	638,287	6,382,873	Conversion of the 8th and 9th domestic convertible corporate bonds to common stock	None	70
09.2022	10	1,000,000	10,000,000	638,329	6,383,290	Conversion of the 8th and 9th domestic convertible corporate bonds to common stock	None	71
12.2022	10	1,000,000	10,000,000	640,489	6,404,896	Conversion of the 8th and 9th domestic convertible corporate bonds to common stock	None	72

04.2023	10	1,000,000	10,000,000	641,489	6,414,896	Conversion of the 8th and 9th domestic convertible corporate bonds to common stock	None	73
05.2023	10	1,000,000	10,000,000	648,730	6,487,307	Conversion of the 8th and 9th domestic convertible corporate bonds to common stock	None	74
08.2023	10	1,000,000	10,000,000	654,989	6,549,896	Conversion of the 8th and 9th domestic convertible corporate bonds to common stock	None	75
12.2023	10	1,000,000	10,000,000	658,246	6,582,467	Conversion of the 8th and 9th domestic convertible corporate bonds to common stock	None	76
03.2024	10	1,000,000	10,000,000	664,932	6,649,323	Conversion of the 8th and 9th domestic convertible corporate bonds to common stock	None	77
05.2024	10	1,000,000	10,000,000	679,208	6,792,084	Conversion of the 8th and 9th domestic convertible corporate bonds to common stock	None	78
09.2025	10	1,000,000	10,000,000	676,757	6,767,572	Issuance of new shares through earnings capitalization and cancellation of 24,420,000 treasury shares from the 13th and 14th treasury share repurchase programs.	Nont	79

Note:

1. Approved by Taiwan-Financials-Securities (1) No.0910148102 letter on September 10, 2002 and Taiwan-Financials-Securities (1) No.0910148101 letter on September 02, 2002.
2. Approved by Taiwan-Financials (1) No.129121 letter on July 01, 2003.
3. Approved by Taiwan-Financials (1) No.129630 letter on July 24, 2003.
4. Approved by Taiwan-Financials (1) No. 0930128021 letter on June 24, 2004.
5. Approved by Ministry of Economic Affairs-Letter No. 09401018430 on January 31, 2005.
6. Approved by Ministry of Economic Affairs-Letter No. 09401194970 on September 30, 2005.
7. Approved by Ministry of Economic Affairs-Letter No. 09501031750 on February 21, 2006.
8. Approved by Ministry of Economic Affairs-Letter No. 09501164630 on August 1, 2006.
9. Approved by Ministry of Economic Affairs-Letter No. 09501197240 on September 4, 2006.
10. Approved by Ministry of Economic Affairs-Letter No. 09501226150 on October 14, 2006.
11. Approved by Ministry of Economic Affairs-Letter No. 09601012030 on January 19, 2007.
12. Approved by Ministry of Economic Affairs-Letter No. 09600776330 on April 14,2007.
13. Approved by Ministry of Economic Affairs-Letter No. 09601185220 on August 2,2007.
14. Approved by Ministry of Economic Affairs-Letter No. 09601238680 on September 29,2007.
15. Approved by Ministry of Economic Affairs-Letter No. 09601261240 on October 24,2007.
16. Approved by Ministry of Economic Affairs-Letter No. 09701100570 on April 28,2008.
17. Approved by Ministry of Economic Affairs-Letter No. 09701197980 on August 11,2008.
18. Approved by Ministry of Economic Affairs-Letter No. 09701292890 on November 14,2008.
19. Approved by Ministry of Economic Affairs-Letter No. 09701306980 on December 03,2008.
20. Approved by Ministry of Economic Affairs-Letter No. 09701325220 on January 08,2009.
21. Approved by Ministry of Economic Affairs-Letter No. 0981025070 on February 16,2009.
22. Approved by Ministry of Economic Affairs-Letter No. 0980070960 on April 16,2009.
23. Approved by Ministry of Economic Affairs-Letter No. 09801157390 on July 17,2009.
24. Approved by Ministry of Economic Affairs-Letter No. 09801181510 on August 13,2009.
25. Approved by Ministry of Economic Affairs-Letter No. 09801193720 on August 26,2009.
26. Approved by Ministry of Economic Affairs-Letter No. 09801239650 on October 20,2009.
27. Approved by Ministry of Economic Affairs-Letter No. 0991027440 on February 06,2010.
28. Approved by Ministry of Economic Affairs-Letter No. 09901078010 on April 20,2010.
29. Approved by Ministry of Economic Affairs-Letter No. 09901149260 on July 15,2010.
30. Approved by Ministry of Economic Affairs- Letter No. 09901230210 on October 14,2010.
31. Approved by Ministry of Economic Affairs- Letter No. 09901264520 on November 26,2010.
32. Approved by Ministry of Economic Affairs-Letter No. 10001009480 on January 17,2011.
33. Approved by Ministry of Economic Affairs-Letter No. 10001078150 on April 19,2011.
34. Approved by Ministry of Economic Affairs-Letter No. 10001149320 on July 07,2011.
35. Approved by Ministry of Economic Affairs-Letter No. 10001233390 on October 12,2011.
36. Approved by Ministry of Economic Affairs-Letter No. 10001255420 on November 11,2011.
37. Approved by Ministry of Economic Affairs-Letter No. 10001271220 on November 28,2011.
38. Approved by Ministry of Economic Affairs-Letter No.10001292910 on December 30,2011.
39. Approved by Ministry of Economic Affairs-Letter No.10101050780 on March 23,2012.
40. Approved by Ministry of Economic Affairs-Letter No.10101062970 on April 10,2012.
41. Approved by Ministry of Economic Affairs-Letter No.10101140690 on July 16,2012.
42. Approved by Ministry of Economic Affairs-Letter No.10101164240 on August 09,2012.
43. Approved by Ministry of Economic Affairs-Letter No.10101192510 on September 19,2012.
44. Approved by Ministry of Economic Affairs-Letter No.10101208870 on October 9,2012.
45. Approved by Ministry of Economic Affairs- Letter No.10101258430 on December 19,2012.
46. Approved by Ministry of Economic Affairs-Letter No.10201062450 on April 10,2013.
47. Approved by Ministry of Economic Affairs- Letter No.10201096730 on May 23,2013.
48. Approved by Ministry of Economic Affairs-Letter No. 10201137350 on July 15, 2013.
49. Approved by Ministry of Economic Affairs-Letter No. 10201176240 on September 5, 2013.
50. Approved by Ministry of Economic Affairs-Letter No. 10201207670 letter on October 08, 2013.
51. Approved by Ministry of Economic Affairs-Letter No. 10301003380 on January 13, 2014.
52. Approved by Ministry of Economic Affairs-Letter No. 10301065560 on April 14, 2014.
53. Approved by Ministry of Economic Affairs-Letter No. 10301141160 on July 15, 2014.

54. Approved by Ministry of Economic Affairs-Letter No. 10301185380 on September 5, 2014.
55. Approved by Ministry of Economic Affairs-Letter No. 10301247640 on November 28, 2014.
56. Approved by Ministry of Economic Affairs-Letter No. 10401065780 on April 9, 2015.
57. Approved by Ministry of Economic Affairs-Letter No. 10401139460 on July 9, 2015.
58. Approved by Ministry of Economic Affairs-Letter No. 10401219330 on October 22, 2015.
59. Approved by Ministry of Economic Affairs-Letter No. 10401277240 on January 5, 2016.
60. Approved by Ministry of Economic Affairs-Letter No. 10601163590 on December 15, 2017.
61. Approved by Ministry of Economic Affairs-Letter No. 10701018660 on March 5, 2018.
62. Approved by Ministry of Economic Affairs-Letter No. 10801091560 on July 31, 2019.
63. Approved by Ministry of Economic Affairs-Letter No. 10801115020 on August 20, 2019.
64. Approved by Ministry of Economic Affairs-Letter No. 10901142860 on March 19, 2020.
65. Approved by Ministry of Economic Affairs-Letter No. 11001049720 on April 13, 2021.
66. Approved by Ministry of Economic Affairs-Letter No. 11001095020 on June 09, 2021.
67. Approved by Ministry of Economic Affairs-Letter No. 11001123090 on July 22, 2021.
68. Approved by Ministry of Economic Affairs-Letter No. 11001179880 on October 01, 2021.
69. Approved by Ministry of Economic Affairs-Letter No. 11001221390 on December 09, 2021.
70. Approved by Ministry of Economic Affairs-Letter No. 11101062160 on April 25, 2022.
71. Approved by Ministry of Economic Affairs-Letter No. 11101166860 on September 20, 2022.
72. Approved by Ministry of Economic Affairs-Letter No. 11101227100 on December 5, 2022.
73. Approved by Ministry of Economic Affairs-Letter No. 11230055390 on April 16, 2023.
74. Approved by Ministry of Economic Affairs-Letter No. 11230092040 on May 31, 2023.
75. Approved by Ministry of Economic Affairs-Letter No. 11230163740 on August 22, 2023.
76. Approved by Ministry of Economic Affairs-Letter No. 11230222710 on December 7, 2023.
77. Approved by Ministry of Economic Affairs-Letter No. 11330049710 on March 29, 2024.
78. Approved by Ministry of Economic Affairs-Letter No. 11330088800 on May 30, 2024.
79. Approved by Ministry of Economic Affairs-Letter No. 11430153230 on September 30, 2025.

As of 4.25.2026

Share Type	Authorized Capital			Remarks
	Shares Outstanding (Note)	Un-issued Shares	Total Shares	
Registered common stock	676,757,216 shares	323,242,784 shares	1,000,000,000 shares	

Note: Refers to listed stock

(II) List of Major Shareholders

As of 4.25.2026

Shareholder's Name	Shares	Percentage
Asia Plastics Co., Ltd.	54,033,893	7.98%
Ying Chung Co., Ltd.	52,797,349	7.80%
Ings Chyuang International Co., Ltd.	43,603,815	6.44%
Trust property account in custody of Hua Nan Commercial Bank, Ltd. - Lee, Chih-Hsieh	27,711,344	4.09%
Jhou Ji International Limited Company Representative: Lee, Shu-Wei	21,028,836	3.11%
Yong Chen International Limited Company Representative: Lee, Chi-Cheng	20,817,302	3.08%
Yangjun Zheng	18,192,325	2.69%
Investment account of BVI YEM CHIO company entrusted to keep by Mega International Commercial Bank	17,158,726	2.54%
Zheng Damu Investment Co., Ltd. Yangjun Zheng	6,120,000	0.90%
Lee, Chih-Hsieh	5,100,000	0.75%

(III) Dividend Policy and Implementation Status

1. Dividend Policy

The company has achieved matured industry development, stable profitability and sound financial structure, and is suitable for adopting a stable dividend policy. The proposed distribution of shareholder's retained earnings shall be the legal reserve and special reserve in accordance with the law for the current year's distributable surplus, and the balance shall be distributed by stocks and cash dividends, but the cash dividend shall not be less than 10% of the current distribution.

2. Proposed Distribution of Dividend

Year \ Item	Cash Dividends	Stock Dividends
2025	NT\$0.7	NT\$0

Note: The 2025 figures were prepared based on the proposed earnings distribution resolved by the Board of Directors on March 13, 2026, under which a cash dividend of NT\$0.7 per share is proposed. The newly added distributable earnings for 2025 amounted to NT\$465,212,535, which are proposed to be distributed entirely as cash dividends, representing a distribution ratio of approximately 100%.

(IV) The impact of the bonus shares proposed by the shareholders' meeting on the company's operating performance and earnings per share: The company has not disclosed individual financial forecasts, so there is no need to disclose the estimated information for the year 2026.

(V) Compensation of Employees, Directors and Supervisors

1. Information Relating to Compensation of Employees, Directors and Supervisors in the Articles of Incorporation:

According to the company's articles of incorporation, after deducting accumulated losses from the company's profit for the year, if there is still a balance, the employee's remuneration shall be allocated first, the remuneration shall not be less than 0.5%, and no more than 1%, and the Board of Directors will be authorized to negotiate the remuneration of directors and supervisors in accordance with the usual standards of the industry.

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

On March 13, 2026, the Board of Directors resolved to allocate remuneration to employees, directors and supervisors. If there is a difference between the actual allotment amount and the estimated amount, the accounting treatment is that after the end of the year, if there is a major change in the amount of the disbursement of the Board of Directors' resolutions, original annual expenses will be adjusted in the alteration. On the date of the resolution of the shareholders' meeting, if the amount still changes, it shall be handled according to the alteration in accounting estimates and adjusted and recorded in the accounts during the year of the resolution of the shareholders' meeting.

3. Proposed employee compensation and other information approved by the Board of Directors:

(1) Remuneration for employees and directors distributed in cash or stocks: NT\$1,103,006 for cash remuneration for employees; no remuneration for directors.

(2) The amount of any employee compensation distributed in stocks, and the

size of that amount as a percentage of the sum of the after-tax net income stated in the parent company-only financial reports or individual financial reports for the current period and total employee compensation: None.

- (3) If the amount of remuneration of employees and directors approved by the Board of Directors differs from the annual estimated amount of recognized expenses, the difference, reason and the processing method should be disclosed:

Directors' remuneration and employees' remuneration do not differ from the amounts recognized in 2025.

4. If there's a difference between the actual distribution of employee dividends, the remuneration of directors in the previous year (including the number of allotted shares, amount and stock price) and the remuneration of recognized employees, and directors, then the reasons and handling circumstances and the number of differences should be stated:

The directors' remuneration for 2024 amounted to NT\$0 thousand, and the actual distribution was consistent with the proposed distribution approved by the Board of Directors. The actual employee remuneration distributed from earnings exceeded the accrued amount recorded in the 2024 financial statements by NT\$1,140 thousand. The difference will be recognized as a change in accounting estimate and accounted for as an adjustment to profit or loss for 2025.

(VI) Buyback of Treasury Stock

As of 4.25.2026

Treasury stocks: Batch Order	13 th Batch	14 th Batch
Purpose of buy-back	Transfer shares to employees	Transfer shares to employees
Timeframe of buy-back	2020/03/12-2020/04/27	2020/05/22-2020/07/13
Price range	NT\$9~ NT\$16	NT\$9~ NT\$16.2
Class, quantity of shares bought back	8,699,000 common shares	7,022,000 common shares
Value of shares bought-back (in NT\$)	NT\$85,553,642	NT\$84,796,395
Shares sold/transferred	8,699,000 shares	7,022,000 shares
Accumulated number of company shares held	0 shares	0 shares
Percentage of total company shares held (%)	0%	0%

II. Bonds

- (I) Corporate Bonds: None**
- (II) Convertible Bonds: None**
- (III) Exchangeable Bonds: None.**
- (IV) Shelf Registration for Issuing Bonds: None.**
- (V) Corporate Bonds with Warrants: None.**

III. Preferred Shares: None.

IV. Status of global Depository Receipts: None.

V. Status of employee Stock Options: None.

VI. Status of new shares that restrict employees' rights: None.

VII. Status of New Shares Issuance in Connection with Mergers and Acquisitions

- (I) Those who have completed mergers and acquisitions in the most recent year and as of the date of publication of the annual report or have transferred shares of other companies to issue new shares: Not applicable.**
- (II) In the most recent year and as of the publication date of the annual report, the Board of Directors has passed a resolution to acquire or transfer shares of other companies to issue new shares. The execution status and basic information of the acquired company or the transferee company should be disclosed: None.**

VIII. Financing Plans and Implementation

1. Financing Plans: None.
2. Implementation: None.

Four. Operations Profile

I. Business Activities

(I) Business Scope

(1) Main areas of business operations

- (A) Manufacture, processing and trading of various tapes (packaging tape, PVC electrical insulation pipe tape, vehicle harness tape, stationery tape, protective tape, double-sided tape, special tape, electronic PCB tape, printing tape, trademark-specific paper tape).
- (B) Manufacturing, processing and buying and selling operations of hardware equipment such as strapping, strapping machine, packaging machine, box sealing machine, iron buckle, box sealing needle, etc.
- (C) Manufacturing, processing and buying and selling operations of hardware equipment such as strapping, strapping machine, packaging machine, box sealing machine, iron buckle, box sealing needle, etc.
- (D) Manufacturing, processing and buying and selling operations of cardboard, paper bags, cartons, paper cups, and paper tubes.
- (E) Manufacturing, processing and buying and selling operations of BOPP film, PVC soft film, PE film.
- (F) Import and export business of the previous products.
- (G) Chemicals, high-purity electronic-grade solvents, customized formulas, and fully recycled electronic-grade solvents used in semiconductor production processes.
- (H) Residential and building development and sales and real estate buying and selling business.

(2) Revenue distribution

Major Divisions	Total Sales for 2025 (NT\$thousands)	(%) of Total Sales
Tape	8,452,582	64%
Package	1,911,283	14%
film	908,484	7%
Real Estate Business	1,041,968	8%
Other	961,758	7%
Total	13,276,075	100%

(3) Main products

- (A) BOPP film, PVC soft film, PE film.
- (B) Packaging tape category, Environment-friendly carbon-reduced tape, PVC electrical insulation pipe tape category, vehicle harness tape category, stationery tape category, protective tape category, double-sided tape category, foam tape category, category of other tapes, water-based binder (resin).
- (C) Plastic bags, packing belts, various packaging materials.
- (D) OEM production of electronic-grade high-purity chemicals; recycling,

purification and reuse of waste solvents; purification of high-purity special solvents, and development of chemical formulas for photolithography processes.

(4) New product development

Electronic film, medical film, food packaging anti-bacteria film, Renewable environment-friendly carbon reduction film, green environment-friendly material (biodegradable tape), low-temperature resistant low-odour hot-melt packaging tape, low-VOC environment-friendly vehicle harness tape, PVC hot-melt tape, and related new applications of glues.

(II) Industry Overview

(1) Current status and development of the industry

The current status and development of the company's main products into upstream, midstream and downstream industries are explained as follows:

The BOPP film, PVC soft film, and PE film industries belong to the upstream industry. BOPP film is a very important flexible packaging material with a wide range of applications. It has high stretch, impact strength, rigidity, strong bristles and good transparency. After corona treatment, it can adapt well to printing and can be printed with color to obtain an exquisite appearance, so it is often used as the material of composite film. In recent years, with the increasing requirements for application materials in various industries, the demand for films has increased year by year, and the application industries have become more extensive. YEM CHIO is committed to enhancing the added value of environmentally friendly green film. For example, the internationally certified renewable film can be made from a single material, such as high imperishability film. It can be used to preserve and suppress bacteria and mold, while also meeting the requirements for plastic reduction, thinness and general packaging bag films.

PVC is one of the earliest industrialized resins, due to its mature processing technology and low price, PVC is widely used in the automotive industry, electronics industry, machinery manufacturing industry, building materials industry, and people's livelihood applications. The development of PVC tapes tends to be product functional applications including thin, low-cost, low-cost products, good operability, environmental protection, and safety. With the rapid upgrading and progress of the global industry and technological advancement, Yemchio's self-made PVC flexible film is vertically integrated, especially for bulk products, PVC insulation tape, products tailored to specific industries, and customers' special needs, which are more likely to be favored by the market. With the strengthening of global environmental awareness, Yemchio's products have obtained the hazardous restricted substances (RoHS) certification, the European Union regulations (REACH) certification, and the non-toxic, easy-to-recycle products have a stronger market acceptance. We are currently developing a solvent-free coating production process. The production process of non-solvent coating has been successfully developed.

The full name of PE is polyethylene, which is the simplest polymer organic compound and the most widely used polymer material in the world today. PE protective film uses special polyethylene (PE) plastic film as the base material, and the biggest advantage is that the protected product can be prevented from being stained, corroded, cut and scratched during production, transportation, storage and use, and can keep the original smooth and shiny surface. From PE film making to gluing, Yemchio uses a completely self-made and consistent operation mode to ensure product quality and maintain product market competitiveness. These

products are widely used in the steel and aluminum plate industry, the hardware industry, the optoelectronics industry, the plastic industry, the electric wire and cable industry, and the electronics industry. They are an extremely popular and environmentally friendly film product.

Adhesive tape belongs to the midstream industry. It refers to a product that is coated with adhesive on a substrate, and the flow of the adhesive is combined with adherend to produce an adhesive effect. There are many types of adhesive tapes, which can be divided into three types: solvent-activated, heat-activated, and pressure-sensitive adhesive tapes. At present, there are more than 10,000 types of commercialized tapes, and their convenient use, superior functions and low price are of irreplaceable importance in daily life and work.

Currently, the raw materials for the production of BOPP film, PE film and adhesive tape domestic are mainly concentrated in several large plasticization plants such as Formosa Plastics and Formosa Chemicals. Therefore, in order to maintain a competitive advantage in the industry, in addition to the use of automatic production equipment to produce a large amount of production to reach an economic scale, the cooperation of upstream raw material suppliers is also a key factor. In terms of downstream manufacturers, due to different characteristics of films and tapes required by various downstream industries, manufacturers need to have mature production technology and diverse production specifications in order to provide customers with a complete product portfolio immediately to meet customers' one-time purchase needs.

In response to the rapid growth of the domestic electronic information industry, tape products are in demand for various tapes such as transformer coil insulation, stainless steel plate protection, printed circuit board electroplating protection, semiconductor wafer cutting, grinding, and demagnetization coils. Among them, the OPP tape series remains mainstream on the global market. Besides, tape products have the characteristics of convenience, superior functions and low prices, and due to continuous development and completion of new products and technologies, there is currently no other product that can completely replace its auxiliary position in various industries, since film and tape products will not be affected by the prosperity and decline of a single industry. There is a certain demand for the overall economic growth.

The Special Chemistry Division is mainly engaged in the semiconductor and optoelectronic related markets. It has many years of experience in OEM of high-purity electronic-grade solvents and related products. The operation of the plant is stable. In addition, the recent self-owned brand promotion and global sales deployment have improved the overall production and sales status with high expansion potential. In response to the trends such as the increased reliance on automation in the world, rising technological demands for consumer electronics and automotive communications, and the revolutionary application of AI in our daily life, the demand for computing chips has exploded and the demand for supply of chemical raw materials to wafer fabs in Taiwan has also increased. Considering the risk of excessive concentration of global supply in Taiwan, wafer fabs are also actively expanding production bases in Japan, India, the United States, Germany and other countries, and the supply of chips will become globalized. Mainland China has independently developed wafer manufacturing due to U.S. trade sanctions. Supported by huge domestic demand and abundant national resources, although technology and experience are still far behind, the wafer production capacity of mature processes combined with packaging technology for large amounts of demand is achievable. As for sales of special chemical products, the Company is actively expanding in Japan, Southeast Asia and Mainland China. Capacity expansion plans are underway to meet market demand and enhance R&D

capabilities for semiconductor client services. Furthermore, we are aggressively developing recovery technologies for electronic-grade raw materials to address environmental protection and sustainability requirements in the market.

(2) The relevance of the industry's upstream, midstream and downstream industries:

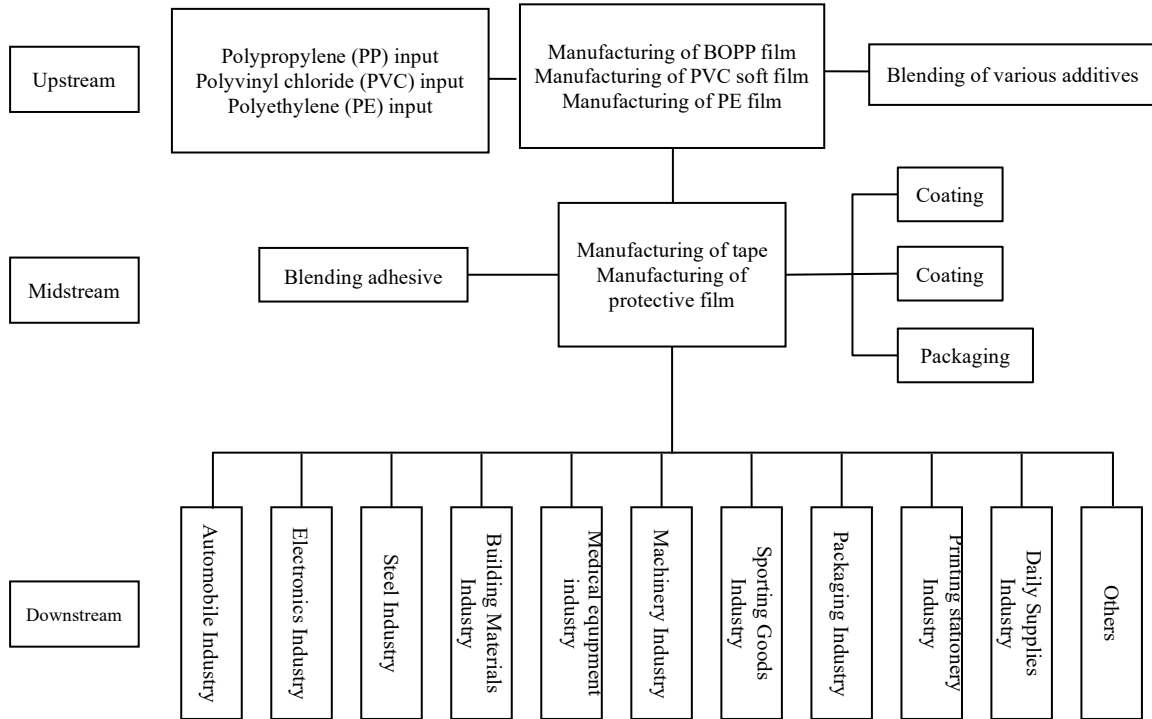
The upstream raw materials of the BOPP film industry include polypropylene (PP) and various additives, and the downstream are various tape processing manufacturers, color printing and food packaging factories. The film can be widely used in food ingredients, agricultural products, food packaging, staple merchandise packaging, electronic release film, varnish glass laminate film, etc.

The upstream raw materials of the PE film industry include the mining and supply of PE resin and natural rubber. PE resin is closely related to the petrochemical industry, and its price fluctuations are also closely integrated with the supply and demand of the crude oil market. Natural rubber is mainly mined in Southeast Asian countries such as Thailand, where it is mined at a specific time, and its natural rubber is also widely used for tires and rubber gloves for example.

The adhesive tape industry belongs to the upstream raw material manufacturers including paper, cloth, rubber, plastic film or metal foil and other substrate manufacturers, as well as the resin factory that manufactures various adhesives. The midstream is a manufacturer of various tape processing manufacturers, wherein the main tasks consists of mixes and coats, fabrication, drying, cutting, slitting, packaging and other operations. The finished tape can be used in a wide range of industries, such as the automobile industry, electronics industry, machinery manufacturing, building materials industry, hardware industry, printing stationery. It is used in industry, medical equipment industry and even general household consumption, and because adhesive tape is widely used for packaging purposes, it covers almost all industries.

The company is a film and tape processing manufacturer in the upstream and midstream reaches of the industry. Its upstream, middle and downstream structure is shown in the figure below.

The correlation diagram of the upstream, midstream and downstream of the industry



(3) Product Development Trend

The development trend of film products tends to develop toward the direction of product environmental protection, diversification and differentiation. As long as BOPP film is environmentally friendly and non-toxic, BOPP film is highly suitable to replace other types of packaging materials, and its application in new fields and industries is gradually expanding. In addition to the differentiation, the film products are also developing towards carbon reduction, plastic reduction and thickness reduction, and the eco-trend of recycling as well, which can effectively reduce the downstream cost and also establish the threshold of the industry.

Chinese manufacturers have established a leading position in the global PVC film market. Amid the trend toward regionalized supply chains, the PVC film production capacity deployed by YEM CHIO will be able to simultaneously satisfy the supply chain needs of its plants in Taiwan, Mainland China, and Vietnam, thereby strengthening diversified production, accelerating new product development, and avoiding homogeneous product manufacturing. Going forward, YEM CHIO will focus on the development of high-profit-margin adhesive tapes featuring diversified applications, high quality, and rapid production capabilities for industrial and automotive industries, which will serve as the primary development direction for the Company’s PVC adhesive tape business.

The development trend of membrane and tape products is oriented toward the functional application and environmental protection. As the global industry grows and evolves, and as demand changes, all tape manufacturers have developed special specifications or adjusted their glue formulas to meet the needs and expectations of their customers. In conclusion, YEM CHIO’s products are suitable for various industries and applications.

Due to the significant increase in the demand for AI and

automation-related materials and technologies such as chip production and related packaging technology, the specialty chemicals business will continue to invest in the development of formula and purification related technologies in order to improve the brand and product service value in the semiconductor market, and will also deeply understand the needs and production problems of customers to launch practical products and services with long-term needs. We aim to achieve a win-win situation for the environment, society, customers, and the group by balancing the needs of environmental protection with customers' sustainability issues and addressing these challenges in a practical manner.

(4) Product competitor

The adhesive tape industry has been developing in Taiwan for more than 60 years. In the past, BOPP film manufacturers have changed due to competitive factors. Currently, only YEM CHIO and Nan Ya Plastics are relatively large manufacturers. There are more than 70 tape manufacturers and they are also large companies. The technology of OPP and SPVC has matured, and most of the manufacturers are exporters. They account for about 80% of the total output of tapes. The major manufacturers of tape products are as follows.

Product category	Manufacturer
BOPP film	YEM CHIO and Nan Ya Plastics
OPP tape	YEM CHIO, Avatack, Chin Tung, Globetape, Rainbow, KIKUSUI, Sharktape, Solar Plus, RON MAN
SPVC tape	YEM CHIO, RYH DONG, Avatack, Chin Tung, Globetape
Glass paper tape	Symbio, Global Industries
Kraft paper tape	YEM CHIO, KIKUSUI
Double-sided tape	YEM CHIO, Avatack, KK Enterprise, Globetape, Captaintek, Sharktape, Uee Zee Enterprise, Kikusui Tape, Rainbow Tape, Seal King, Solarplus-Tape, Fortunetape, Metagalaxy, King Arrow, V. Himark, Celadon, Sun-Good
PET tape	Symbio, Sharktape, KK Enterprise, GLOBAL INDUSTRIES, RYH DONG, , 3M, Solar Plus, Yun Li
PE tape	YEM CHIO, Symbio, Wang Chia, KK Enterprise
Crepe paper tape	YEM CHIO, Symbio, KK Enterprise, Globetape, Sharktape, Captaintek, Fortunetape
Medicine and medical tape	Symbio, CA Airpore, Fubon
Green silicone tape	KK Enterprise, Solarplus-Tape, Metagalaxy
Polyimide film tape	KK Enterprise, Symbio, Solarplus-Tape, Metagalaxy, Sharktape
Trademark tape	KK Enterprise, Symbio, Hezong, Solarplus-Tape, Captaintek, Metagalaxy, Fortunetape. Fortunetape, Bestak, BESTAK SELF-ADHESIVES
Other special tape	Symbio, Wang Chia, Captaintek, Taiwan Hopax, V. HIMARK. SWAN Tape, Solarplus-Tape, Sharktape, Hong Wei, Chia Chu, KIKUSUI, Fubon, Shan Chia

Source: Taiwanese Adhesive Tape Industry Association

For the semiconductor chemical products, the main competitors are domestic manufacturers, such as SHINY CHEMICAL INDUSTRIAL, KANTO-PPC, San Fu Chemical, and Chang Chun, OPALS, and foreign manufacturers, such as BASF, Fujifilm, and TECO Chemical.

(III) Overview of Technology and R&D

R&D expenses invested and technologies or products developed successfully in 2025 and up to the publication date of the annual report

(Unit: NT\$thousands)

Year	Consolidated research and development expenses (thousand NT dollars)	Successfully developed technology or product
2025	46,691	<ol style="list-style-type: none"> 1. Environmentally friendly grafting tape 2. Anti-rebound foam double-sided adhesive tape for automotive use 3. Hot-melt low-temperature-resistant silent ultra-transparent packaging tape 4. Low-VOC splicing tape 5. Eco-friendly solvent-free hot-melt adhesive and processing technology (SFPVC), and PVC industrial adhesive tapes

R&D investment plan and progress

The most recent annual plan	Current progress	R&D expenses that should be reinvested	Time to complete mass production	The main factors influencing the success of future R&D
Development of eco-friendly adhesive formulations for tape products used in PVC electrical appliances and wire harness applications, along with related process technologies	<ul style="list-style-type: none"> • Completed the development of three water-based adhesive PVC tape products and related process technologies, and commenced mass production • Completed the development of two water-based adhesives and transferred the coating and adhesive application technologies to the production base 	-	2025	Market acceptance
Development of eco-friendly solvent-free hot-melt adhesive and processing technology (SFPVC), along with PVC electrical and industrial adhesive tapes	<ul style="list-style-type: none"> • Completed pilot production trials and sample submissions for the target products • Obtained UL and CSA certifications for electrical adhesive tapes • Commenced small-scale sales of industrial adhesive tapes 	NT\$8 million	2026-2027	Validation of related certification; market acceptance
Development of ultraviolet-curable pressure-sensitive adhesive (UVPSA) tapes	<ul style="list-style-type: none"> • Evaluation and analysis of externally sourced and in-house adhesives, as well as process technologies • Study of the impact of curing conditions on tape performance 	NT\$6 million	2025-2026	Market acceptance
Development of resin emulsification technology	<ul style="list-style-type: none"> • Completed pilot-scale process validation of tackifying resin 	NT\$12 million	2026-2027	Market acceptance

	<ul style="list-style-type: none"> Conducted development of PVC emulsion technology 			
Development of high-solid-content process technology and adhesive tape products	<ul style="list-style-type: none"> Completed the application for the Industrial Development Administration R&D Transformation Support Industry Alliance Program Collaborated with the ITRI to simulate processes and develop key equipment 	NT\$13.5 million	2026-2027	Coating precision and production efficiency

(IV) Long-term and short-term business development plans

(1) Short-term business development plan

In response to soaring energy and raw material prices, the Company will focus in the short term on developing Film 2.0 products, including carbon-reduction and plastic-reduction environmentally friendly films, as well as food preservation and antibacterial films.

- (A) Continue to explore opportunities for new production bases.
- (B) Enhance automation and digital optimization of production lines to improve management efficiency and reduce labor dependence.
- (C) Promote food preservation and antibacterial film product series.
- (D) Promote recyclable single-material high-barrier food film series.
- (E) Promote agricultural packaging film product series.
- (F) Promote recycled film product series.
- (G) Promote products resistant to extreme high- and low-temperature environments.
- (H) Promote environmentally friendly adhesives for PVC electrical tape and wire harness applications.
- (I) Promotion of eco-friendly, low-carbon packaging tape products.

(2) Mid-term and long-term business development plan

- (A) Increase environmentally friendly products and develop eco-friendly materials.
- (B) Continue developing the Film 2.0 project by developing multifunctional films, such as high-barrier films, food preservation and antibacterial films, and environmentally friendly films featuring carbon and plastic reduction.
- (C) Develop new applications for adhesives.
- (D) Obtain certifications in accordance with international standards.
- (E) Promote solvent-free products, including replacing traditional solvent-based adhesives used in PVC electrical tapes with solvent-free adhesives.
- (F) Development of UV-curable pressure-sensitive adhesive tapes (UV PSA Tape).
- (G) Development of resin emulsification technology.

Special Chemistry Division

Short-term strategies

1. The existing products of EBR/Developer/Stripper and other mature products are continuously promoted to domestic and Chinese, Southeast Asian customers.
2. In response to the quality difference of the semiconductor grade customers, the Company has established a systematic adjustment procedure and continued to improve the EBR upgrade in response to the quality difference. The corresponding certification has been obtained to improve service quality.
3. Increase the quantity and category of OEM products.

Mid- and long-term strategies

1. Leverage the efficiency advantages of the new plant to enhance production efficiency and product quality, thereby improving product competitiveness and market share.
2. Utilize the recycling system to expand the range of recycled and reusable products in response to market demand.
3. Improve core purification technologies with the goal of producing high-efficiency, high-quality products with low energy consumption.

II. Market and Sales Overview

1. Market Analysis

(I) Sales area of main products

The main products of the company and its subsidiaries are various tape and film products. The market distribution is mainly for export. In 2025, the export accounted for about 67% of total sales, and the Americas and Asia were among the largest markets. The current internal and external sales ratios of the main products of the company and its subsidiaries are estimated as follows:

Products	Sales Figure (NT\$thousands)	Proportion of domestic sales	Proportion of Export
Tape	8,452,582	6%	94%
Packaging	1,911,283	79%	21%
Film	908,484	36%	64%
Real Estate Business	1,041,968	100%	0%
Others	961,758	100%	0%
Total	13,276,075	33%	67%

(II) Market share, supply and demand condition, and growth of the market in the future

The tape industry is continuously facing competition and threats regarding the capacity and supply volume of tape industries in Mainland China and the developing countries in Southeast Asia. However, the demand for tape products continues to grow steadily, thanks to ongoing upgrades and their wide range of applications.

The film industry is at the trough of its cycle. The film manufacturers at Changhua Film Plant have strengthened quality management and increased the production of high-value-added food packaging film after obtaining ISO22000 food safety certification to create product differentiation.

Since 2011, when sales of BOPP to international tape brands began, the product portfolio has been adjusted to increase sales of consumer package film. In 2016, the sales of PIR film are expected to continue to increase. The sales of films are moving toward the demand for green and carbon reduction from 2024.

The products of the special business are mainly used in the photolithography process of the semiconductor industry. Although the overall economy has been weak in recent years, coupled with severe inflation, weak consumption has placed the economy in a bearish situation. The AI-related issues have become a hot topic, creating a stable demand in the semiconductor market. In terms of OEMs, the Company has maintained a stable relationship with customers in Taiwan, mainland China, and Southeast Asia, and has built a strong foundation for its own brand with quality and cost advantages. There is significant room for growth.

(III) Competitive Niche

(1) In terms of Sales:

(A) The Film Division and Tape Division regularly plan international

exhibitions every year and deploy to the global market.

- (B) Adjust product mix and pursue maximization of profits.
- (C) With “Master Package” as the brand in the distribution channels, we enhance the Packaging Business Division to increase the percentage of its retail business and proceed to implement the channel transformation deployment. (Currently, the revenue mainly comes from the packaging departments in charge of respective industries.)
- (D) The chemical products produced by the Special Chemistry Division are used by semiconductor customers with specific quality requirements.

The Company will deploy its resources in the market with its advantage in cost, and promote green semiconductor chemicals with its experience in recycling and reuse.

- (2) In terms of production:
 - (A) Vertically integrate the upstream, midstream and downstream industries of the tape.
 - (B) We coordinate the integration of the purchase, production and sale of (raw) materials between Yem Chio and ACHEM Technology Corporation to increase the gross margin.
 - (C) The abundant experience of the Special Chemistry Division in production effectively reduces production cost and stabilizes quality.
 - (D) Tape processing automation
 - (E) Production management automation
 - (F) Implementation of lean six-sigma project
- (3) In terms of Research and Development:
 - (A) Continue to develop high value-added and renewable environmental protection and carbon reduction films.
 - (B) Increase environmental protection products and develop environmental protection materials.
 - (C) Development of new uses of glue, environmental-friendly glue for electrical PVC line and harness applications.
 - (D) Environmental protection PE encapsulation tape
 - (E) Double-sided tape for automotive foam
 - (F) Stage floor mat tape
 - (G) Hot melt ultra-transparent low-temperature resistant BOPP tape
- (4) In terms of Management:
 - (A) Integrate global resources and establish a structure with Taiwan as the operating center.
 - (B) Integrate the enterprise management resource integration (ERP) system within the group to improve performance of management and decision-making.

- (C) Specialized business – Strengthen the supply chain system to stabilize raw material risks and costs.
- (IV) Advantages and disadvantages of the development prospects and countermeasures
- (1) Favorable factors
 - (A) The shift in the business model under the pandemic has led to increased demand for tape and packaging materials from various industries, and due to the continuous development of its various purposes, the growth in demand is still solid.
 - (B) Film products have a wide application industry, and are environmentally friendly and non-toxic, and the application level will continue to expand in the future.
 - (C) Southeast Asian countries have implemented anti-dumping policies for BOPP in China.
 - (D) The US has escalated tariffs on BOPP in China, which has resulted in the US customers' orders being transferred to other countries.
 - (E) The US trade policy is accelerating the formation of the supply chain in the regions of Europe and Asia, and both raw materials and customers have the opportunity.
 - (2) Unfavorable factors:
 - (A) Due to the large supply of film manufacturers in China and Southeast Asia, and tariff barriers since Taiwan is not a member of the Association of Southeast Asian Nations, reasons mentioned above have caused fierce competition in the international market and reduced profits.
 - (B) Impact of new tariff policies in the US on the trade environment.
 - (C) The price of raw materials fluctuates abnormally, and the supply of upstream raw materials tends to be a seller's market.
 - (D) The willingness of workers to pass on the knowledge is low, which severely affects the subsequent development of the industry.
 - (3) Countermeasures:
 - (A) Develop new products and improve quality to increase added value.
 - (B) Analyze the overall economic situation and improve inventory management.
 - (C) Cooperate with the development plan of film 2.0 to increase the green film and consumer film ratio.
 - (D) Deploy in China/Southeast Asia/Europe/India market, increase demand and develop potential customers, and assess the timing of a better raw material supply chain.

2. Important use and production process of main products

Plastic products:

- (1) BOPP – widely used for packaging tape, food, cosmetics, beverage, and office supplies such as label, and office supplies.
- (2) OPP packaging tape: Suitable for sealing and fixing, carton packaging, and packaging requiring tensile strength.
- (3) PVC tapes: Suitable for electrical insulation, automotive wiring harnesses, floor warnings and pipeline coatings to resist corrosion.
- (4) Stationery tapes: All kinds of tapes used in art, crafts, gifts, hair accessories, venue layout and factories or offices.
- (5) Protective tapes: Used for aluminum door and window frames, plastic window frames, stainless steel plates, cosmetic plywood and house wall pipeline paint repair and other purposes, mobile phone screens, surface protection of painted parts, shaft-mounted copper wires, semi-finished products/finished products, and to effectively prevent dust pollution and oxidation.
- (6) Double-sided adhesive tape: In response to various uses, tissue paper, foam, polyester film and other different substrates are used, which are suitable for bonding and fixing in the electronics industry and for specific purposes.
- (7) Laminating tapes: Suitable for specific purposes such as adhesive labels and trademarks.
- (8) Development of UV PSA tape.

Special chemical products

- (1) EBR – Chemicals used in wafer edge cleaning or pre-wetting in the photolithography process of semiconductor wafer production/packaging in the semiconductor industry. They are used to increase the flatness before photo exposure and reduce the amount of photoresist used to stabilize the process production quality.
- (2) Developer – The formula product that can remove photoresist after exposure in the photolithography process. After use, the photoresist on the wafer can display the pattern of the mask, allowing the next stage of the process to be carried out in order to achieve the intended circuit layout on the wafer.
- (3) Photoresist liquid – Chemicals used to remove the remaining photoresist after exposure and processes such as electroplating or etching. In consideration of the various photoresists that need to be removed and the limitations of process conditions, these chemicals are usually custom-formulated products.
- (4) EBR: Chemicals used to achieve new product quality through the systematic purification, quality analysis and control of the client's waste liquid. They are used in the original process cycle.

3. Supply status of the main source

The main products of the company and its subsidiaries are adhesive products. Its main suppliers in the last two years are as follows:

Raw material name	Year	2025	2024
		Main supplier	Main supplier
Polypropylene (PP)		Taiwan Chemical, China General Plastics Corporation, Formosa Plastics Corporation, Hyosung SABIC Asia Pacific, Sumitomo	Sabic Asia Pacific Pte, Sumitomo, Formosa Plastics, Formosa Chemicals, China Petrochemicals
Polypropylene film Original BOPP		Nan Ya, Forron, FOROP, Shuangliang, Jia Yue, Jin Chang Hui	Nan Ya Plastics, Fulong, Shuangliang, Jiayue
PVC film SPVC original cloth		Nan Ya, Shi Kun Plastics, Ying Tai, Guan Sheng, Tian Jin	Nan Ya Plastics, Shih-Kuen Plastics, Yingtai, Tianjin
Vinyl acetate		Yu Teng, Bi Guo, Pin Cheng, Bing Ding, Sui Yue, Lang Yi	Chemfront, Everest, Bigo, Ping Chen, Bingding, Suiyue
Isooctyl acrylate		Formosa Plastics, BASF, Bing Ding, Sui Yue, Lang Yi, Zhejiang Satellite	Formosa Plastics, Guojiao, BASF, Bingding, Suiyue, Zhejiang Satellite
Ethyl acetate		Wen Ding, Yong Sheng, Jia Mei, Hong Chuan	Wintak, Young Sun, Pin Cheng, Hong-Chuan

4. Information on major suppliers in the last two years

The company and its subsidiaries haven't had an individual supplier's purchase amount exceeding 10% of the combined purchase amount in the last two years. Main reasons for the increase or decrease of the difference: None.

5. Information on major clients in the last two years

In the past two years, the company and its subsidiaries did not have individual sales clients whose sales amount reached more than 10% of the combined sales. Main reasons for the increase or decrease of the difference: None.

III. Information on the employees of the company and its subsidiaries in the last two years and as of the publication date of the annual report:

(I) Number of employees:

Year		2024	2025	2026 as of 3/31
Number of Employees	Direct Labor	1332	1258	1334
	Indirect Labor	966	974	911
	Total	2298	2232	2245
Average Age		40.85	41.83	42.83
Average Years of Service		9.54	9.85	9.84
Education	Ph.D.	0.22%	0.22%	0.27%
	Masters	3.39%	3.49%	3.16%
	Bachelor's Degree	31.68%	33.47%	33.63%
	Senior High School	34.47%	37.78%	37.91%
	Below Senior High School	27.24%	25.04%	25.03%

(II) Policies of diversification and gender equality at the workplace, and the implementation status:

In line with the labor-related regulations established by the government and in compliance with the basic principles specified in the UN Sustainable Development Goal 5 (i.e. Achieve gender equality and empower all women and girls), the UN Universal Declaration of Human Rights, the Convention for the Protection of Human Rights and Fundamental Freedoms, the Charter of Fundamental Rights of the European Union, and the ILO Declaration on Fundamental Principles and Rights at Work, the Company has developed a human rights policy to actively create an equal and fair work environment free from discrimination and harassment. No discriminatory treatment shall be imposed due to the factors of race, nationality, age, gender, marriage, political position, or religion. Meanwhile, we make sure that every employee is in the right position where their skills are useful.

The Company had a total of 1,201 employees in 2025 (including YEM CHIO, ACHEM, YEM CHIO Construction, YEM CHIO Distribution, YEM CHIO Hotel, Hong Jing Xin, and Lian Sheng; the same below). Within the workforce structure, male employees accounted for 72% and female employees accounted for 28%. As the Company's operations are primarily focused on manufacturing, and its factories belong largely to labor-intensive industries, there is a relatively significant difference in the gender composition of the workforce. The following table presents the Company's diversity indicators for 2024 and 2025.

Diversification indicator of females	Number of female employees in 2024	Total number of employees in 2024	Percentage in 2024	Number of female employees in 2025	Total number of employees in 2025	Percentage in 2025
Female employees	240	1228	20%	341	1201	28%
Female managers	26	126	21%	31	130	24%

Nationality indicator	Number of employees by nationality in 2024	Total number of employees in 2024	Percentage in 2024	Number of employees by nationality in 2025	Total number of employees in 2025	Percentage in 2025
Taiwanese	920	1228	75%	889	1201	74%
Foreigner	308	1228	25%	312	1201	26%

Other diversification indicators	Number of employees by item in 2024	Total number of employees in 2024	Percentage in 2024	Number of employees by item in 2025	Total number of employees in 2025	Percentage in 2025
People with disabilities	13	1228	1.06%	13	1201	1.1%
Under 30 years old	161	1228	13.11%	136	1201	11.3%
31–50 years old	832	1228	67.75%	806	1201	67.1%
Over 50 years old	235	1228	19.14%	259	1201	21.6%

(III) Company human rights policy

Yem Chio Co., Ltd.

Human rights policy

Established date: March 21, 2021

Update Date: November 1, 2025

- I. The company is committed to the goal of “A people-oriented happy enterprise, building a benchmark for the industry” and abides by the labor laws and regulations formulated by the government of the Republic of China, including but not limited to the: “Labor Standards Act”, “Trade Union Act”, “Group Agreement Act”, “Labor-Management Dispute Resolution Law”, “Occupational Safety and Health Law” and “Gender Work Equality Law” and other basic human rights laws.
- II. In addition, the company’s global operations sites also comply with United Nations’ “Universal Declaration of Human Rights”, “Convention for the Protection of Human Rights and Fundamental Freedoms”, “Charter of Fundamental Rights of the European Union”, the basic principles of the ILO Declaration on Fundamental Principles and Rights at Work and the laws and regulations of the countries where they are located.
- III. We have formulated the “Personnel Management Measures” to maintain a fair, just, and open working environment, provide fair and reasonable employment opportunities and training and development programs, and require employees to help maintain a workplace that is both safe and respectful. The Company has also established an employee complaint system to handle complaints relating to disciplinary actions, improper management practices, suggestions, and violations of labor laws and regulations.

The Company’s complaint and whistleblowing mailbox: chairmanoffice@ycgroup.tw

- IV. We protect the rights and interests of employees (including contract, hired and temporary personnel) and abide by the following principles:
 - (i) Comply with local labor and environmental laws and regulations at the place of operation to ensure that employees have reasonable working conditions and a safe and healthy working environment.
 - (ii) Strive to create a working environment that is equal and fair, free from discrimination and harassment, and does not discriminate based on factors such as race, nationality, age, gender, marital status, political position, religious belief, etc.
 - (iii) It is forbidden to force employees to work and child labor is prohibited.
 - (iv) Protect employees' personal privacy rights and respect employees' right to associate freely.
 - (v) Create an environment that encourages open communication, respect employees’ opinions, and promote labor-management cooperation. In the event of any human rights violation, the relevant units will conduct investigations and implement remedial and corrective measures.
 - (vi) Help employees to maintain physical and mental health and work-life balance through health seminars and dedicated medical personnel.
 - (vii) Regularly review and evaluate relevant systems and human rights policies, revise

company norms in a timely manner; and maintain basic human rights through repeated education, training and publicity every year.

(IV) Protective Measures for Employees' Personal Safety and Working Environment and Their Implementation Status.

Factories: The information of Achem's Yangmei Factory

Date	Regular/periodic	Frequency	Concrete safety measures	Remarks
2025.01.02	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.01.02	Regular	Once a year	SDS (Safety Data Sheet) Table of Contents (update)	At least updated once every 3 years
2025.01.02	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.01.03	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in December 2025	
2025.01.03	Regular	Once every quarter	Regulation checking in 12/2024 and regulation list update	
2025.01.08	Regular	Once/quarter	Replenishment of medicines in the factory's medical box	
2025.01.09	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.01.10	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.01.13	Irregular	/	10:00 - 12:00 Coordinated with the Fire Department Prevention Section to conduct an on-site inspection of hazardous materials operations at Yangmei Plant 2	Yangmei 2nd Plant
2025.01.13	Irregular	/	In January 2025, influenza and COVID-19 vaccination programs were implemented for all employees (quadrivalent influenza vaccine and Moderna vaccine).	Yangmei Plant Residential Area 3F
2025.01.14	Regular	Once/quarter	Occupational Safety and Health Committee (Q4, 2024)	Yangmei 2nd Plant
2025.01.15	Regular	Once a week	Plant Safety Meeting	
2025.01.16-17	Irregular	/	As cold fronts arrive one after another, sudden drops in temperature can impair the body's ability to regulate itself, increasing the risk of cardiovascular, cerebrovascular, and musculoskeletal disorders. Long-lasting (20-hour) heat packs can help get through the cold winter.	Health awareness promotion and group purchase of heat packs
2025.01.17	Regular	Once/six months	Monitoring of operating environment	First half of 2025
2025.01.20	Regular	Once/quarter	Occupational Safety and Health Committee (Q4, 2024)	Yangmei 3rd Plant (including PE Plant)
2025.01.20	Regular	Once a year	Pre-annual safety inspection of the entire factory	Before the Lunar New Year holiday
2025.01.21	Regular	Once every six months	2025 First-Half Reporting of Priority Management Chemicals	
2025.01.22	Regular	Once/quarter	Occupational Safety and Health Committee (Q4, 2024)	Yangmei 1st Plant
2025.01.23	Regular	Once a year	The announcement of shutdown and the safety matters before the start of work and prior to the end of the Chinese New Year period from 01/25 to 02/02 shall be made in accordance with the regulations.	
2025.01.23	Regular	Once/six months	2025 First-Half Factory Hazardous Materials Reporting Operations	
2025.01.29	Regular	Once/quarter	Occupational Safety and Health Committee (Q4, 2024)	Special Chemistry Plant
2025.02.05	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in January 2025	
2025.02.05	Regular	Once a week	Plant Safety Meeting	
2025.02.06	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.02.08	Regular	Once a year	Data confirmation of the 2024 mid-to-high age and high age work site safety and health inspection checklist	

2025.02.08	Irregular	/	The Taoyuan City Labor Inspection Office conducted a Lunar New Year safety inspection at the plant (with a focus on key safety awareness and response measures following the thermal oil boiler leakage and explosion incident at Far Eastern Textile's Xinpu plant on February 6, 2025, including key inspection items on boiler operation safety and explosion prevention facilities).	Yangmei Plant 1 & PE Plant
2025.02.11	Irregular	/	2025 Taoyuan City Public Psychological Counseling *Each person may use up to four free consultations per year <ul style="list-style-type: none"> ◆ Eligible recipients of psychological counseling services: Individuals registered in or residing in Taoyuan ◆ Reservation method: Online appointment is required. Visit the Taoyuan City Mental Health Center website → select "Consultation Interview" → select "Online Appointment for Psychological Consultation" → read the instructions and click "Agree" → "Select Location" → choose an available time slot and enter the required information to complete the reservation. <p>Reservation website: https://mental.tycg.gov.tw/</p>	
2025.02.11	Regular	Once every six months	Operating environment monitoring (supplementary measurement of organic solvent concentrations in the R1 adhesive mixing room and coating machines at Plant 3, including Machine A dual-sided coating machine)	First half of 2025
2025.02.12	Regular	Once a week	Plant Safety Meeting	
2025.02.13	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.02.18	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.02.18	Regular	Once a year	To implement screening for four major cancers (for women: breast cancer screening through mammography, cervical cancer prevention through Pap Smear, colorectal cancer prevention through fecal testing, and lung cancer screening), with the addition of government-funded HPV testing (for women aged 35, 45, and 65 for Human Papillomavirus (HPV) testing), the list of all employees at the Yangmei Plant was announced and counted on February 10. The program was canceled on February 18 due to insufficient participation.	Yangmei Plant
2025.02.18-27	Irregular	/	Donation drive for charitable activities. The teachers at the Qi Zhi Vocational Training Center have announced that a parent-child fair will be held on the afternoon of March 14. They are currently collecting brand-new or gently used items (at least 80% new) to support a charity sale, with the proceeds to be returned to and used for the trainees.	Public welfare activity Announcement on 02/18
2025.02.19	Regular	Once every six months	Supplementary submission of additional information for priority management chemicals	
2025.02.19	Regular	Once a week	Plant Safety Meeting	
2025.02.20	Irregular	/	Update of the regulatory audit and regulatory list in January	
2025.02.20	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.02.26	Regular	Once a week	Plant Safety Meeting	
2025.02.26	Regular	Once every quarter	Occupational health service (Dr. Hsiao, orthopedics: Bone and muscle)	
2025.03.04	Regular	Once every six months	Maintenance fee for automatic external defibrillators (semi-annual regular maintenance once) quotation	
2025.03.04	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.03.05	Regular	Once a week	Plant Safety Meeting	
2025.03.12	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in February 2025	
2025.03.10	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.03.12	Regular	Once a week	Plant Safety Meeting	
2025.03.12	Regular	Once or twice a year	Holding a blood donation event	

2025.03.17	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.03.18	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.03.19	Regular	Once a week	Plant Safety Meeting	
2025.03.19	Regular	Once a year	Distribution of colorectal cancer screening sample kits (On March 15, Yangmei Health Center request: 1. Collection period for sample kits and sampling sticks: March 11, 2025 (Tuesday) to March 18, 2025 (Tuesday), with registration at the medical office; 2. Sample submission time: March 19, 2025 (Wednesday), with samples and National Health Insurance cards submitted at the residential area medical office for card processing by the health center). (Self-paid participants are not required to present a National Health Insurance card and may submit samples on March 18.)	Announced on February 19, 2025
2025.03.21	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.03.21	Irregular	/	Update of the regulatory audit and regulatory list in February	
2025.03.26	Regular	Once a week	Plant Safety Meeting	
2025.03.28	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.03.31	Regular	Once a month	Seminar on caring for employees with mental health conditions and preventive measures (3F, Residential Area), conducted in collaboration with a psychological counselor (Ms. Chang Tsui-Hua, Director of Taoyuan Lifeline)	
2025.04.01	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.04.02	Regular	Once a week	Plant Safety Meeting	
2025.04.06	Regular	Once/six months	Inspection of high-pressure equipment, LV distributor insulation test, and cleaning and maintenance	
2025.04.08	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in March 2025	
2025.04.07-09	Regular	Once/quarter	Replenishment of medicines in the factory's medical box	4/7, 4/8, 4/9
2025.04.09	Regular	Once a week	Plant Safety Meeting	
2025.04.11-18	Irregular	/	Update of the regulatory audit and regulatory list in March	
2025.04.14	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.04.16	Regular	Once a week	Plant Safety Meeting	
2025.04.17	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.04.10	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.04.21	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.04.21	Irregular	/	Education and awareness on types of workplace unlawful infringement, with training provided to all plant employees and signatures collected for record retention (latest 4th edition guidelines)	
2025.04.21	Regular	Once/quarter	Occupational Safety and Health Committee (Q1, 2025)	Yangmei 3rd Plant 08:30
2025.04.21	Regular	Once every six months	AED equipment maintenance and function inspection (Xingchang, the AED supplier, came to maintain 9 sets of AED equipment in different plants)	Maintenance of equipment at a certified AED safe place
2025.04.22	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.04.23	Irregular	/	Education and awareness on types of workplace unlawful infringement and employee signature collection. I. Purpose: To inform employees of the Ministry of Labor Occupational Safety and Health Administration's revision on February 21, 2025 to the "Guidelines for the Prevention of Unlawful Infringement during Work Execution," including types of behaviors that may potentially constitute workplace unlawful infringement (as detailed in the attachment). If employees are subjected to such unlawful acts, they may file complaints with internal or external relevant units in	

			accordance with the procedures announced by the Occupational Safety and Health Administration. II. Legal basis: Implemented in accordance with Article 324-3 of the Occupational Safety and Health Facilities Regulations. III. Content of awareness: Types of behaviors that may potentially constitute workplace unlawful infringement.	
2025.04.23	Regular	Once a week	Plant Safety Meeting	
2025.04.23	Regular	Once/quarter	Occupational Safety and Health Committee (Q1, 2025)	Yangmei 2nd Plant 14:00
2025.04.28	Regular	Once/quarter	Occupational Safety and Health Committee (Q1, 2025)	Yangmei 1st Plant 08:30
2025.04.28	Regular	Once/quarter	Occupational Safety and Health Committee (Q1, 2025)	Special Chemistry Plant 10:30
2025.04.30	Regular	Once a week	Plant Safety Meeting	
2025.04.30	Regular	Once/six months	High temperature operation in boiler area, cooling tower legionella pneumophila testing	
2025.05.02	Irregular	/	Occupational injury prevention and safety training	Yangmei 1st Plant
2025.05.05	Irregular	/	New recruits' safety and health education and training (2 person)	
2025.05.06	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in April 2025	
2025.05.07	Regular	Once a week	Plant Safety Meeting	
2025.05.12	Irregular	/	Announcement: Taoyuan City Health Department 2025 "Healthy Weight, Double the Charm" weight management campaign	
2025.05.13	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.05.14	Regular	Once a week	Plant Safety Meeting	
2025.05.15	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.05.16	Irregular	/	Conducted infrared thermographic scanning inspections of electrical equipment at the Yangmei Plant (technical personnel arranged in coordination with the insurance company).	May 16 and 19, totaling two days
2025.05.16	Irregular	/	Awareness promotion of the Ministry of Health and Welfare website's "Science-Based Health Risk Assessment Platform for Chronic Diseases"	
2025.05.16	Irregular	/	Update of the regulatory audit and regulatory list in April	
2025.05.19	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.05.21	Irregular	/	A fitness activity will be held on the morning of June 27 (Friday) , including assessment items such as body composition (InBody 570), flexibility, grip strength, cardiorespiratory fitness, blood pressure, waist-to-hip ratio, and comprehensive fitness evaluation and consultation.	Health promotion activity
2025.05.21	Regular	Once a week	Plant Safety Meeting	
2025.05.23	Irregular	/	Summer stroke prevention awareness and control of employee overtime work	
2025.05.23	Regular	Once/six months	Operating environment monitoring (odor improvement for adhesive application coating machines at Plant 3, and supplementary verification of organic solvent concentration measurements in the work environment)	
2025.05.28	Regular	Once a week	Plant Safety Meeting	
2025.05.29	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.06.02	Irregular	/	New recruits' safety and health education and training (2 person)	
2025.06.02	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in May 2025	
2025.06.02	Irregular	/	Announcement of the infrared thermographic scanning analysis report for electrical equipment at the Yangmei Plant, with follow-up tracking on corrective actions for identified deficiencies	
2025.06.04	Regular	Once a week	Plant Safety Meeting	

2025.06.05	Irregular	/	Announcement of the Legionella Bacteria Test Results for the Cooling Tower of the Air-Conditioning System at Yangmei Plant – First Half of 2025 (April 30)	
2025.06.05	Regular	Once/six months	Notification of high temperature operation in boiler area and cooling tower legionella pneumophila testing	
2025.06.05	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.06.10	Irregular	/	New recruits' safety and health education and training (2 person)	
2025.06.11	Regular	Once a week	Plant Safety Meeting	
2025.06.16	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.06.18	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.06.18	Regular	Once a week	Plant Safety Meeting	
2025.06.20	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.06.23	Irregular	/	New recruits' safety and health education and training (1 person)	
2025.06.23	Irregular	/	Coordinated with the labor inspection authority to conduct an on-site inspection of the plant's lactation room	
2025.06.23	Regular	Every year	Coordinated with fire safety inspections for on-site inspection of hazardous materials operations in the plant (H-CAR revision with additional hazard labeling, and production and posting of hazard signage within the plant)	Yangmei 2nd Plant
2025.06.25	Regular	Once a week	Plant Safety Meeting	
2025.06.25	Regular	Every year	Coordinated with fire safety inspections for on-site inspection of hazardous materials operations in the plant (H-CAR revision with additional hazard labeling, and production and posting of hazard signage within the plant)	Yangmei 1st Plant
2025.06.26	Regular	Once/six months	Self-defense fire drill	
2025.06.27	Irregular	/	A fitness activity will be held from 07:00 to 11:00 at Dormitory Residential Area 1F , including assessment items such as body composition (InBody 570), flexibility, grip strength, cardiorespiratory fitness, blood pressure, waist-to-hip ratio, and comprehensive fitness evaluation and consultation.	Health promotion activity Announcement on 5/21
2025.06.26–27	Regular	Every year	Special operations and general health checkups in 2025	All plant employees
2025.06.26–27	Irregular	/	Health promotion activity - "Value Your Safety: Free HIV Screening Campaign"	Health promotion activity Announced on June 17, to be conducted in conjunction with the annual health examination schedule for all plant employees
2025.06.26–27	Irregular	/	2025 Colorectal Cancer Prevention Fecal Screening Notice "Identify Hidden Risks Early, Regular Screening for Peace of Mind"	Health promotion activity Announced on June 17, to be conducted in conjunction with the annual health examination schedule for all plant employees
2025.06.26–27	Irregular	/	2025 Oral Cancer Prevention Screening Notice "Identify Oral Risks Early, Regular Screening for Health"	Health promotion activity Announced on June 20, to be conducted in conjunction with the annual health examination schedule for all plant employees
2025.06.30	Regular	6 hours every 3 years	General safety and health education training (general safety and health plus chemical hazard awareness in-service refresher training, totaling 6 hours)	All domestic employees of the plant
2025.06.27	Regular	Once/six months	Foreign Employee Conference (Anti-Drug Abuse)	
2025.07.01–03	Regular	Once/quarter	Replenishment of onsite emergency boxes and emergency response boxes.	
2025.07.02	Regular	Once a week	Plant Safety Meeting	

2025.07.03	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.07.07	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in June 2025	
2025.07.09	Regular	Once a week	Plant Safety Meeting	
2025.07.11	Regular	Once every quarter	Update of the regulatory audit and regulatory list in June.	
2025.07.16	Regular	Once a week	Plant Safety Meeting	
2025.07.18	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.07.21	Regular	Once/quarter	Occupational Safety and Health Committee (2nd quarter of 2025)	Yangmei 3rd Plant (including PE Plant)
2025.07.21	Irregular	/	Occupational safety training for new recruits (1 person)	
2025.07.21	Regular	Every year	In 2025, a total of four employees classified at Hearing Level III underwent special health examinations for noise exposure. Re-examination results: 2 employees were classified as Level IV management related to work, and 2 employees were classified as Level II management not related to work.	
2025.07.21	Regular	Every year	Regional Joint Toxic Chemical Disaster Response Organization Meeting	09:00–12:00 Zhongli Civic Activity Center
2025.07.23	Regular	Once/six months	Monitoring of operating environment	Second half of 2025
2025.07.24–25	Irregular	/	Jointly insured insurance company plant inspection tour	
2025.07.25	Regular	Once every quarter	Occupational health service (Dr. Hsiao, orthopedics: Bone and muscle)	
2025.07.28	Regular	Once/quarter	Occupational Safety and Health Committee (2nd quarter of 2025)	Yangmei 1st Plant 08:00
2025.07.28	Regular	Once/quarter	Occupational Safety and Health Committee (2nd quarter of 2025)	Special Chemistry Plant 10:30
2025.07.30	Regular	Once a week	Plant Safety Meeting	
2025.07.30	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.07.31	Regular	Every year	Please have each department update the ISO 45001 operational procedures and risk assessment documentation (2025). In accordance with regulations, the hazard identification and risk assessment forms must be revised annually. Please incorporate the 2025 management programs into the revisions and submit responses by July 31.	Announcement and implementation on 07/08
2025.07.31	Regular	Every year	The 2025 fire equipment maintenance work was completed.	Yangmei 3rd Plant
2025.07.31	Regular	Every year	The 2025 fire equipment maintenance work was completed.	Yangmei 1st Plant & public facilities
2025.07.30	Regular	Every year	Priority and controlled chemicals reporting (please have each department assist in compiling two files, covering the full year of 2024 and the first half of 2025, and submit by July 18).	Announced on July 7 for implementation across the entire plant; to be completed for the entire Yangmei Plant by the end of July.
2025.07.23	Regular	Once/quarter	Occupational Safety and Health Committee (2nd quarter of 2025)	Yangmei 2nd Plant
2025.07.30	Regular	Once a week	Plant Safety Meeting	
2025.08.06	Regular	Once a week	Plant Safety Meeting	
2025.08.06	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in July 2025	
2025.08.07	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.08.11	Regular	Every year	Public building safety inspection	
2025.08.11	Irregular	/	Occupational safety training for new recruits (2 person)	
2025.08.12	Regular	Every year	The 2025 fire equipment maintenance work was completed.	PE Plant
2025.08.12	Regular	Every year	The 2025 fire equipment maintenance work was completed.	Special Chemistry Plant
2025.08.13	Regular	Every year	On-site inspection and survey by the insurance company at the plant	
2025.08.14	Regular	Once/six months	Operating environment monitoring (environmental test for noise and ethyl acrylate (re-test))	3rd Plant

2025.08.18	Irregular	/	Education and training on occupational safety and health	1st Plant
2025.08.20	Regular	Once a week	Plant Safety Meeting	
2025.08.25	Irregular	/	Education and training on occupational safety and health	1st Plant
2025.08.27	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.08.27	Regular	Once/six months	Operating environment monitoring	1st Plant
2025.08.27	Regular	Once a week	Plant Safety Meeting	
2025.08.28	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.09.01	Irregular	/	Occupational safety training for new recruits (2 person)	
2025.09.02	Irregular	/	Coordinated with the Fire Department's notice to arrange a joint inspection of hazardous materials at Yangmei Plant 3	
2025.09.04	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in August 2025	
2025.09.04	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.09.05	Irregular	/	In accordance with the directive from the Ministry of Environment Chemicals Administration, completed the online Google Forms survey regarding the operational status of per- and polyfluoroalkyl substances (PFAS) at each plant and related product handling information.	
2025.09.10	Regular	Once a week	Plant Safety Meeting	
2025.09.10	Regular	Once/six months	Blood donation activity	Health promotion activity
2025.09.15	Irregular	/	Occupational safety training for new recruits (2 person)	
2025.09.15-19	Regular	Once/six months	ISO45001 system internal audit (second half of the year)	Second half of 2025
2025.09.19	Regular	Once every quarter	On-site physician services (Dr. Hsiao, Orthopedics: musculoskeletal) and health examination medical consultation services	
2025.09.21	Regular	Once/six months	Inspection of high-pressure equipment, LV distributor insulation test, and cleaning and maintenance	
2025.09.24	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.09.24	Regular	Once a week	Plant Safety Meeting	
2025.09.25	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.09.30	Regular	Once a year	Obtained approval for a new application in the Healthy Workplace Application Section and was issued a qualification certificate	
2025.10.01	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in September 2025	
2025.10.01	Regular	Once a week	Plant Safety Meeting	
2025.10.01	Irregular	/	Occupational safety training for new recruits (2 person)	
2025.10.01-03	Regular	Once/quarter	Replenishment of medicines in the factory's medical box	
2025.10.02	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.10.07	Regular	Once every six months	Maintenance fee for automatic external defibrillators (semi-annual regular maintenance once) quotation	
2025.10.08	Regular	Once a week	Plant Safety Meeting	
2025.10.15	Regular	Once a week	Plant Safety Meeting	
2025.10.21	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.10.22	Regular	Once a week	Plant Safety Meeting	
2025.10.22	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.10.29	Regular	Once a week	Plant Safety Meeting	
2025.10.27	Irregular	/	Occupational safety training for new recruits at the site (16 persons)	

2025.10.27	Regular	Once/quarter	Occupational Safety and Health Committee (Q3, 2025)	Yangmei 3rd Plant (including PE Plant) 08:30
2025.10.27	Regular	Once/quarter	Occupational Safety and Health Committee (Q3, 2025)	Special Chemistry Plant 10:30
2025.10.29	Regular	Once/quarter	Occupational Safety and Health Committee (Q3, 2025)	Yangmei 2nd Plant 14:00
2025.10.30	Regular	Once/quarter	Occupational Safety and Health Committee (Q3, 2025)	Yangmei 1st Plant 08:30
2025.10.31	Regular	Once every quarter	Update of the regulatory audit and regulatory list in October.	
2025.11.02	Irregular	/	<p>Provided information from the Taoyuan City Health Department for reference: Sunday and national holiday minor emergency care centers will be launched starting November 2!</p> <p>For fever, cough, or gastrointestinal discomfort on holidays, it is not always necessary to visit the emergency room. The Ministry of Health and Welfare promotes UCC services to make holiday medical care more convenient and less crowded. Visiting a nearby UCC is the most convenient option, while preserving emergency room capacity for truly critical cases.</p> <p>I. Four locations in Taoyuan: 1. Taming Hospital - No. 964, Sec. 2, Wanshou Rd., Guishan Dist.; 2. Longtan Minsheng Hospital - No. 168, Zhongfeng Rd., Longtan Dist.; 3. Dayuan Minsheng Hospital - No. 2, Huazhong St., Dayuan Dist.; 4. Zhongmei Hospital - No. 95, Zhongmei Rd., Zhongli Dist.</p> <p>II. Suitable conditions for visiting a UCC: Internal medicine (including pediatrics): Fever, respiratory symptoms, gastrointestinal discomfort, and the above conditions in children Surgery (orthopedics): minor injuries and musculoskeletal pain</p> <p>III. For the following conditions, proceed directly to the emergency room or call 119: Chest pain, difficulty breathing, loss of consciousness, major trauma, stroke, or suspected myocardial infarction.</p>	
2025.11.03	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in October 2025	
2025.11.03	Irregular	/	Occupational safety training for new recruits (1 person)	
2025.11.05	Regular	Once a week	Plant Safety Meeting	
2025.11.06	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.11.07	Regular	Once every quarter	<p>Conducted the 2025 quadrivalent influenza and COVID-19 vaccination program (for individuals aged 50 to 64 without high-risk chronic conditions; additionally, individuals under 50 who meet the following criteria may also register with the medical office). (Eligible recipients of publicly funded influenza vaccination with "underlying conditions" include the following: High-risk chronic disease patients who meet one of the following conditions: (1) Individuals with diabetes, chronic liver disease (including cirrhosis), cardiovascular disease (excluding uncomplicated hypertension), chronic lung disease, kidney disease, or immunocompromised conditions.) (2) Individuals with BMI \geq 30, patients with rare diseases, or those with major illnesses), with on-site services provided by the resident physician from Ten-Chen General Hospital (Dr. Hsiao).</p>	
2025.11.10	Irregular	/	Occupational safety training for new recruits (1 person)	
2025.11.12	Regular	Once a week	Plant Safety Meeting	
2025.11.14	Regular	Once/six months	High temperature operation in boiler area, cooling tower legionella pneumophila testing	
2025.11.14	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.11.17	Irregular	/	Occupational safety training for new recruits (1 person)	
2025.11.18	Irregular	/	Occupational safety training for new recruits (1 person)	
2025.11.18-19	Regular	Once a year	ISO45001 system external audit renewal	
2025.11.19	Regular	Once a week	Plant Safety Meeting	

2025.11.24	Regular	Once every six months	AED equipment maintenance and function inspection (Xingchang, the AED supplier, came to maintain 9 sets of AED equipment in different plants)	Maintenance of equipment at a certified AED safe place
2025.11.26	Regular	Once a week	Plant Safety Meeting	
2025.11.27	Regular	Once a year	Physiological Assessment Sheet for Air Tightness Test Training of Respiratory Protective Equipment in Specialty Chemistry Plant (A total of 58 persons)	Special Chemistry Plant
2025.11.27	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.12.03	Regular	Once a week	Plant Safety Meeting	
2025.12.04	Regular	Once a month	Statistical number of persons who declare in the occupational accident monthly report in November 2025	
2025.12.04	Regular	Once a month	Occupational health service (Dr. Du: Occupational medicine specialist)	
2025.12.10	Regular	Once a week	Plant Safety Meeting	
2025.12.11	Regular	Once a month	Occupational health service (Dr. He: Occupational safety physician)	
2025.12.12	Irregular	/	Coordinated with the Fire Department for a follow-up on-site inspection of corrective works addressing deficiencies in hazardous materials management	Yangmei 2nd Plant
2025.12.15	Irregular	/	Occupational safety training for new recruits (2 person)	
2025.12.17	Regular	Once every 3 years	Education and training on safety and health - retraining of first-aid personnel (3 hours every 3 years)	12/17 1:00 PM-4:00 PM
2025.12.18	Regular	Once a month	Psychological counselor (Ms. Chang, Tsui-Hua: Director of Taoyuan Lifeline)	
2025.12.18	Regular	Once every six months	Self-defense firefighting grouping and accident prevention and response training/group training (including toxic chemical accident drill at the 1st Plant)	
2025.12.19	Irregular	/	Emerging Drug Prevention Awareness Seminar	
2025.12.26	Irregular	/	Free intraocular pressure screening health promotion activity, "Protect Your Vision - Intraocular Pressure Screening."	Health promotion activity
2025.12.26	Irregular	/	Amendments to the Occupational Safety and Health Act: Briefing on the "Guidelines for the Prevention of Unlawful Infringement in the Performance of Duties" and practical guidance on corresponding measures Course objective: On December 2, 2025, the Legislative Yuan passed the Special Act on the Prevention of Workplace Unlawful Infringement under the Occupational Safety and Health Act in its third reading. In accordance with the law, all employees are required to undergo training and implement it in practice, with the aim of making the Yangmei Plant a "zero-bullying" workplace. Legal basis: 1. Article 6-2-3, 22-1, 22-2, 22-3, 43, 45, and 46 of the Occupational Safety and Health Act; 2. Article 324-3 of the Occupational Safety and Health Facilities Regulations.	First session: 09:00-10:30 a.m., all migrant workers Second session: 10:30-12:00 p.m. all domestic employees
2025.12.31	Regular	Once a week	Plant Safety Meeting	

Office space:

1. Annual fire safety equipment inspection for the office building was conducted on February 19, 2025.
2. Fire pump inspections are conducted at the beginning of each month.
3. Elevator floor access control is implemented daily.
4. Employees are required to use identification cards to access their designated office areas in order to ensure workplace safety.
5. Water dispensers undergo maintenance four times annually (2025/02/21, 2025/05/15, 2025/08/21, and 2025/11/21).
6. Basic first-aid kits are available in the office.

2025 Environmental Inspection List at Yangmei Plant

	Outsourced inspection	Inspection item	Description	Scheduled month	First half of 2022	Second half of 2022
Air pollution	1st Plant M01 boiler	P001	Regular inspection (NOX)	July to September		8/8 (Fri.)
		P002	Regular inspection (particulate, NOx)	Once every 5 years		Not required in 2025
		P003	Regular inspection (particulate, NOx)	Once every 5 years		Not required in 2025
		P004	Regular inspection (particulate, NOx)	Once every 5 years		Not required in 2025
		P005	Regular inspection (NOX)	July to September		8/13 (Wed.)
	1st Plant M11 boiler	P111	Regular inspection (NOX)	January to March	2/18 (Tue.)	
	1st Plant M02 tape	P011(VIC#4)	Control front + back, NMHC, each 4 hours + toluene	In line with applying for permits		Not required in 2025
		P012(VIC#7)	Control front + back, NMHC, each 4 hours + toluene	In line with applying for permits		Not required in 2025
		P013(VIC#10)	Control front + back, NMHC, each 4 hours + toluene + particulate	In line with applying for permits		07/15 (Tue.)
		P014(VIC#2)	Control front + back, NMHC, each 4 hours + toluene	In line with applying for permits		Not required in 2025
		P015(VIC#5)	Control front + back, NMHC, each 4 hours + toluene	In line with applying for permits		Not required in 2025
		P016(VIC#6)	Control front + back, NMHC, each 4 hours + toluene	In line with applying for permits		7/16 (Wed.)
	Wastewater plant	P017	Control back, NMHC, 1 hour (once every 5 years)	Once every 5 years		7/28 (Mon.)
		P018	Control back, NMHC, 1 hour (once every 5 years)	Once every 5 years		7/28 (Mon.)
	2nd Plant M01 boiler	P201	Regular inspection (NOX)	January to March		3/4 (Tue.)
	2 Plant M02 tape manufacturing process	P203(VIC#11)	Control front + back, NMHC, each 4 hours + particulate	In line with applying for permits		5/20 (Tue.)
		P204(VIC#9)	Control front + back, NMHC, each 4 hours	In line with applying for permits		5/22 (Thu.)
		P205(VIC#8)	Control front + back, NMHC, each 4 hours	In line with applying for permits		6/04 (Wed.)
		P206(VIC#1)	Control front + back, NMHC, each 4 hours	In line with applying for permits		5/23 (Fri.)
	3rd Plant M01 tape	P301(R.A.UV)	Regular inspection, control front + back, NMHC, each 4 hours	January to June, July to December	4/16 (Wed.)	10/30 (Thu.)
			Control back, particulate (permit change)			Not required in 2025
		P302(R1.A)	Regular inspection, control equipment front + back, NMHC, each 4 hours, NOX Regular inspection, control equipment back, particulate	January to June, July to December March, September	5/21 (Wed.)	12/02 (Tue.) Not required in 2025
	PE Plant M12 boiler	P121	Regular inspection, NOx	April to June	6/19 (Thu.)	
PE Plant M13 tape	P131 (hexane)	Regular inspection, control front + back, NMHC, each 4 hours	In line with applying for permits		7/08 (Tue.)	
PE Plant M13 tape	P132 (toluene)	Regular inspection, control front + back, NMHC, each 4 hours + toluene	In line with applying for permits		7/09 (Wed.)	
PE Plant M13 tape	P133 (wastewater plant)	Regular inspection, control back, NMHC, 1 hour (once every 5 years)	Once every 5 years		7/29 (Tue.)	

	PE Plant M13 tape	P134 (electrostatic precipitation back on 4th floor)	Control equipment back, particulate	Once every 5 years		Not required in 2025
	Special Chemistry Plant M06 manufacturing process	P601	Trial run, NMHC control equipment front + back, 4 hours	In line with applying for permits		02/26 (Wed.)
	Special Chemistry Plant M06 manufacturing process	P602	Self-evaluation, NMHC control equipment front + back, 4 hours	In line with applying for permits		2/27 (Thu.)
	Special Chemistry Plant M06 manufacturing process	P603	Trial run, air pollution fee (particulate, NOX)	In line with applying for permits		2/20 (Thu.)
	Special Chemistry Plant M06 manufacturing process	P604	Trial run, air pollution fee (particulate, NOX)	In line with applying for permits		2/21 (Fri.)
	Special Chemistry Plant M06 manufacturing process	P605	Trial run, air pollution fee (particulate, NOX)	In line with applying for permits		2/25 (Tue.)
	Special Chemistry Plant	P101	Trial run, THC control equipment back, 4 hours	In line with applying for permits		4/28 (Mon.)
	Special Chemistry Plant	P102	Trial run, air pollution fee (particulate, NOX)	In line with applying for permits		4/29 (Tue.)
	Special Chemistry Plant boundary	3 points	Taste sampling vehicle	In line with applying for permits		4/28 (Mon.)
	Special Chemistry Plant boundary	3 points	VOCs			Not required in 2025
Water pollution	Cooling tower	Inlet/outlet	VOCs in water (63 items)	December		12/10 (Wed.)
	1st Plant EA wastewater	M01	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Wastewater discharged from the boiler and uncontacted cooling water	M02	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Wastewater discharged from the boiler in PE Plant and uncontacted cooling water	M03	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Process wastewater from PE Plant	M04	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Process wastewater from Special Chemistry Plant	M05	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Cooling water from Special Chemistry Plant	M06	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Scrubber wastewater	M07	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Household sewage	M08	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Household sewage (toilet)	M09	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Process wastewater from 2nd Plant	M10	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Scrubber wastewater from 2nd Plant	M12	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	June, December	6/05 (Thu.)	12/10 (Wed.)
	Scrubber wastewater	M13	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen,		6/05 (Thu.)	12/10 (Wed.)

			free available residual chlorine			
	Outfall	D01	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	Once a quarter	3/13 (Thu.) 6/05 (Thu.)	9/10 (Wed.), 12/10 (Wed.)
	Outfall	D02	pH, water temperature, SS, COD, BOD, ADMI, ammonia nitrogen, free available residual chlorine	Once a quarter	3/13 (Thu.) 6/05 (Thu.)	9/10 (Wed.), 12/10 (Wed.)
	1st Plant recycling	Waste glue	pH, flash point, TCLP	August		8/20 (Wed.)
	1st Plant recycling	Active carbon	TCLP (Hexavalent chromium, total chromium, copper, cadmium, lead, mercury, arsenic, selenium, barium)	August		8/20 (Wed.)
	2nd Plant recycling	Waste glue	pH, flash point, TCLP	August		8/20 (Wed.)
	2nd Plant recycling	Active carbon		August		8/20 (Wed.)
	3rd Plant manufacturing process	Waste glue (including release agent)	pH, flash point, TCLP	August		8/20 (Wed.)
	3rd Plant manufacturing process	Waste oil mixture	pH, flash point	August		8/20 (Wed.)
	3rd Plant manufacturing process	Active carbon	TCLP	August		8/20 (Wed.)
	PE Plant	Waste glue	pH, flash point, TCLP	August		8/20 (Wed.)
	PE Plant	Active carbon	TCLP	August		8/20 (Wed.)
	Wastewater plant	Mixed sludge	TCLP (hexavalent chromium, total chromium, copper, cadmium, lead, mercury, arsenic, selenium, barium), moisture content	August		8/20 (Wed.)
	Special Chemistry Plant M06 manufacturing process	Recycling of distillation waste liquid	TCLP (total barium, total copper, total cadmium, total chromium, hexavalent chromium, total selenium, total lead, total arsenic, total mercury), flash point, pH	April, October	4/15 (Mon.)	10/07 (Tue.)
Water dispenser	1st Plant	11 sets	Coliform group	Testing in rotation every quarter	1/14, 4/15	7/14, 10/01
	2nd Plant	13 sets	Coliform group	Testing in rotation every quarter	1/14, 4/15	7/14, 10/01
	3rd Plant	3 sets	Coliform group	Testing in rotation every quarter	1/14, 4/15	7/14, 10/01
	PE Plant	4 sets	Coliform group	Testing in rotation every quarter	1/14, 4/15	7/14, 10/01
	Research and Development Center	2 sets	Coliform group	Testing in rotation every quarter	1/14, 4/15	7/14, 10/01
	Special Chemistry Plant	3 sets	Coliform group	Testing in rotation every quarter	1/14, 4/15	7/14, 10/01
	Factory Affairs Section	6 sets	Coliform group	Testing in rotation every quarter	1/14, 4/15	7/14, 10/01
Toxic Chemical Release Amount	1st Plant M02 manufacturing process	Cooling tower (1&8)	Butyl acrylate, vinyl acetate	Once a year		9/13 (Tue.)
	1st Plant M02 manufacturing process	Process wastewater	Butyl acrylate, vinyl acetate	Once a year		9/13 (Tue.)
	1st Plant M02 manufacturing process	Arylic glue	Butyl acrylate, vinyl acetate	Once a year		9/13 (Tue.)
	1st Plant M02 manufacturing process	Active carbon	Butyl acrylate, vinyl acetate	Once a year		9/13 (Tue.)
	1st Plant M02 manufacturing process	Flue P011~P016	Butyl acrylate, vinyl acetate	Once a year		8/05:P011 8/05:P012 8/06:P013 8/06:P014 8/07:P015 8/07:P016

IV. Environmental Protection Expenditure

Losses due to environmental pollution in the most recent year and up to the date of publication of the annual report and countermeasures

- (I) Losses of the Company and subsidiaries arising as a result of environmental pollution in 2025 and 2026 and up to the publication date of the annual report: None
- (II) The key pollution prevention measures in 2025 are described below. The expenses amounted to NT\$121,380 thousand.

Item	2025
Operation and maintenance of pollution prevention equipment	About NT\$42,604 thousand
Environmental testing, calibration	About NT\$6,387thousand
Payment of pollution prevention (control) fee	About NT\$52,712thousand
Other environmental improvement costs	About NT\$19,677thousand

- (III) Estimated environmental capital expenditures in the next three years and the impact of improvements:

	2026	2027 - 2028
Pollution prevention (control) equipment to be purchased and expense	1. Installation of continuous automatic parameter monitoring system at the discharge outlet	1. Replacement and insulation work of the carbon recovery tank
	2. Addition of wastewater treatment system	2. Replacement of natural gas pipelines across the entire plant
	3. Distillation tower maintenance and repair	3. Distillation tower reinforcement project
	4. Procurement of high-efficiency activated carbon	4. Environmental Protection-Related Inspection Expenses.
	5. Environmental protection related testing costs.	5. Pollution Control Equipment Maintenance Expenses and Permit Amendments
	6. Pollution Control Equipment Maintenance Expenses and Permit Amendments	6. Maintenance of resource recovery facilities.
	7. Maintenance of resource recovery facilities.	7. Air pollution and sewage treatment expenses
	8. Air pollution and sewage treatment expenses	
Expected improvement status	1. Properly treat wastewater	1. Maintenance of normal operation of air pollution control equipment
	2. Appropriate treatment of wastewater generated from additional preventive equipment to meet regulations	2. Replacement of corroded sections of the natural gas pipeline to prevent impact on solvent recovery
	3. Enhance the recycling efficiency of solvents, and reduce the volatile organic compounds in wastewater.	3. Enhance the recycling efficiency of solvents, and reduce the volatile organic compounds in wastewater.
	4. Maintenance of normal operation of air pollution control equipment	4. Compliance with environmental protection laws and regulations.
	5. Compliance with environmental protection laws and regulations.	5. Reduction of pollution emissions.
	6. Reduction of pollution emissions.	6. Promotion of resource recycling and sustainable circular utilization.
	7. Carrying out resource recycling and sustainable recirculation.	
Amount of capital expenditure	NT\$28,000 thousand	NT\$34,300 thousand
Effect on net profit after improvement	1. Increase raw material recovery to reduce production costs	1. Increase raw material recovery to reduce production costs
	2. Reduction of pollution emissions and costs to avoid fines.	2. Reduction of pollution emissions and costs to avoid fines.
Effect on competitive position after improvement	1. Comply with environmental protection regulations and trends, and sustainable operation of enterprises	1. Comply with environmental protection regulations and trends, and sustainable operation of enterprises

	2. Maintenance of market competitiveness	2. Maintenance of market competitiveness
	3. Improvement of corporate image and increase of the confidence among shareholders and customers	3. Improvement of corporate image and increase of the confidence among shareholders and customers

V. Labor Relations

The company's various employee welfare measures, further education, training, retirement systems and their implementation, as well as agreements between labor and management and various employee rights protection measures:

(1) Employee welfare measures

A. Welfare measures handled by the company:

1. Employee stock option: Employees participate in the subscription, based on the employee's position, performance and seniority considerations.
2. Group insurance: Apply group insurance for employees from the day they arrive to increase employee protection.
3. Training courses: In order to effectively assist employees to improve their work knowledge and complete the tasks assigned by the company, various training and seminars are held regularly.
4. Year-end bonus: Issue year-end bonuses based on employee performance and company operating conditions.

B. Welfare measures handled by the company's employee welfare committee:

The source of welfare funds is mainly from 0.05% of the company's revenue, 20% of the leftover income and 0.5% of the employee's self-paid salary. The main welfare measures are as follows:

1. Domestic/foreign travel: Handled every year.
2. Gift certificates for Dragon Boat Festival, Mid-Autumn Festival and Labor Day.
3. For weddings and funerals, employees can apply for gifts or ceremonies in accordance with regulations.

(2) Staff training and situation

The company regularly arranges employee education and training, and conducts skills verification for production line employees to improve employee quality and product quality.

(3) Retirement system and its implementation

The company formulates a retirement system in accordance with the Labor Standards Act and related measures, and establishes a labor retirement reserve supervision committee. Meanwhile, the company commissions an actuary to make calculations and draw up retirement reserve liabilities on a monthly basis, and draws 2% of the total salary on a monthly basis to the Central Trust Bureau retirement fund special account. In addition, since July 1, 2005, the new pension funds that have been allocated in accordance with the Labor Pension Regulations will be deposited in the individual pension account of the Labor Insurance Bureau.

(4) The status of agreements between labor and management and the protection of various employees' rights and interests

The company regularly convenes labor-management meetings and sets up an employee welfare committee to fully discuss employee welfare measures to enhance a

harmonious atmosphere between labor and management.

- (5) Losses incurred due to labor disputes in the most recent year and as of the publication date of the annual report (including labor inspection results that violate the Labor Standards Act, the date of punishment, the font size, the violation of laws and regulations, the content of violations, and the content of punishment should be specified), and disclose the estimated amount and corresponding measures that may occur at present and in the future. If it cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be explained: There were no major labor-management quarrels or disputes in the most recent year and as of the publication date of the annual report.

VI. Information security management

(I) Describe the cybersecurity risk management structure, policy, specific management plans, and the resources input for the cybersecurity management

(i.) Cybersecurity governance framework and responsibility allocation

The Company regards cybersecurity as a critical foundation for operational sustainability and corporate governance, and has established a comprehensive cybersecurity governance framework to ensure the confidentiality, integrity, and availability of information assets.

1. Roles and responsibilities allocation

- The Information Department serves as the cybersecurity authority, led by the CIO and staffed with professional IT personnel. It is responsible for planning, formulating, and implementing cybersecurity policies and systems, promoting various cybersecurity protection measures, and regularly reporting the status of cybersecurity governance and risk mitigation results to management.
- The Audit Office serves as the cybersecurity oversight unit, responsible for conducting regular and ad hoc audits of cybersecurity policies and their implementation. If deficiencies are identified, it requires the relevant units to propose corrective action plans and tracks the effectiveness of these improvements.

2. Management Mechanism

The Company adopts a cyclical management (Plan-Do-Check-Act, PDCA) model, using system establishment, implementation and control, audit and improvement, and continuous refinement to ensure the ongoing enhancement of cybersecurity governance effectiveness.

(ii.) Cybersecurity Policy and Management Guidelines

The Company's cybersecurity policies and related management systems are established and implemented in accordance with the "Cyber Security Management Act," the "Personal Data Protection Act," and other relevant regulations to ensure that operations comply with legal and regulatory requirements.

The main management guidelines are as follows:

1. Establish a dedicated cybersecurity unit responsible for the development, implementation, and maintenance of cybersecurity systems.

2. Conduct regular cybersecurity education, training, and awareness programs to enhance all employees' cybersecurity awareness and risk identification capabilities.
3. Establish management mechanisms for hosts, networks, and information resources to ensure the security of information assets.
4. Prior to the deployment and launch of new systems and equipment, incorporate cybersecurity risk assessments and security testing.
5. Enhance physical and environmental security of data centers, and conduct regular inspections, maintenance, and servicing.
6. Implement system access and permission management to prevent unauthorized access.
7. Establish internal cybersecurity audit and corrective/preventive mechanisms to ensure effective system operation.
8. Establish business continuity management (BCM), redundancy, backup, and recovery mechanisms, and conduct regular drills.
9. Require all employees and outsourced contractors to comply with cybersecurity regulations, incorporating cybersecurity risk assessment and management into outsourced and sub-contracted operations.
10. Clearly define cybersecurity requirements in internal and external project management processes to reduce the risk of personal data and sensitive information leaks.
11. The cybersecurity policy is reviewed at least annually and revised as needed in response to regulations, technology, and business developments.

(iii.) Cybersecurity management measures and resource allocation

The Company continuously allocates resources to strengthen cybersecurity protection, establishing a multi-layered defense framework combined with automated monitoring and third-party testing to enhance overall protection maturity.

1. Technical and management measures

Category	Description	Related measures
Access and Permission Management	User accounts Access and permission management System operations	User account permission management and review Regular inventory and review of user account permissions
Access Control	User access to internal and external systems Data transmission security measures	Internal/external access control Data leakage prevention and control Activity and operation trace logging
External Threats	Potential vulnerabilities in internal systems Antivirus and anti-hacking protection measures	Host computer vulnerability detection and update measures Antivirus and anti-hacking, spam and malware detection

System Availability	System availability and procedures for handling service interruptions	System/network availability monitoring and notification mechanism Contingency measures for service interruptions Data backup and system redundancy mechanisms Regular Disaster Recovery Drills
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2. Specific Protective Measures

- **Network security:** Implement information security protection services provided by telecommunications operators and deploy firewalls.
- **Endpoint security:** Deploy antivirus and malware protection mechanisms on all endpoint devices.
- **Data security:** Implement document management and access control mechanisms to reduce the risk of data leakage.
- **Information security awareness:** Implement anti-phishing email mechanisms and strengthen social engineering prevention through training and case-based awareness programs.

3. Resource Allocation and Performance Indicators (annual)

- Network security: An average of approximately 2,663 attacks are blocked per month, of which about 2,324 are high-risk attacks.
- Endpoint security: One external attack incident occurred during the year.
- Data security: All important management documents have been fully integrated into the system for control.
- Information security awareness: Completed five information security awareness and training sessions during the year.

(iv.) Cybersecurity Risk Management and Internal Control System

1. Risk Management Framework:

The Information Department oversees cybersecurity risk management, while the Audit Office is responsible for internal control system planning and internal audits, forming a three-tier defense of governance, management, and supervision.

2. Key points of internal control system and procedures:

- Employee information security awareness training and promotion
- Information systems and data center physical security management
- Network and endpoint security protection
- System access control and account permission management
- System development and operational security management
- Outsourced and supplier information security management
- Business continuity planning and disaster recovery mechanisms

(II) Losses arising as a result of material cyber security incidents in the most recent year and up to the publication date of this annual report, possible impact thereof and responsive actions therefor, and the reasons in case the losses cannot be reasonably estimated:

As of the publication date of this report, the Company experienced a significant cybersecurity incident in **December 2025** due to a ransomware attack. Following the incident, the Company immediately activated its cybersecurity response mechanism, completed a full reconstruction of the affected systems, and simultaneously strengthened the following corrective measures:

1. Strengthen data protection and backup recovery mechanisms
2. Enhance information security monitoring and real-time reporting capabilities
3. Implement system updates and vulnerability patching
4. Strengthen employee information security training and awareness

Going forward, the Company will continue to review and enhance cybersecurity governance and protective measures to reduce the risk of similar incidents recurring and to ensure operational stability and the protection of stakeholder interests.

VII. Important Contracts

Important contracts that are still in force and sufficient to affect the benefits of investors:
None.

Five. Review of Financial Conditions, Financial Performance, and Risk Management

I. Analysis of Financial Status

Unit: NT\$ thousands

Year Item	12.31.2025	12.31.2024	Difference		Remark ¹
			Amount	%	
Current Assets	\$24,058,991	\$22,332,210	1,726,781	8%	
Fixed Assets	12,796,088	12,855,016	(58,928)	0%	
Total Assets	36,855,079	35,187,226	1,667,853	5%	
Current Liabilities	13,752,795	12,623,644	1,129,151	9%	
Long-term Liabilities	9,544,005	8,778,948	765,057	9%	
Total Liabilities	23,296,800	21,402,592	1,894,208	9%	
Capital stock	6,767,572	6,792,085	(24,513)	0%	
Capital surplus	2,761,420	2,755,697	5,723	0%	
Retained Earnings	3,288,010	3,560,798	(272,788)	-8%	
Other Adjustments	251,727	529,627	(277,900)	-52%	Note 2
Total Stockholders' Equity	(243,995)	(414,345)	170,350	-41%	Note 3
Capital stock	773,545	560,772	212,773	38%	Note 4
Capital surplus	13,558,279	13,784,634	(226,355)	-2%	

1. Analysis of changes in financial ratios (Refer to notes):

Note 1: No analysis is provided if the rate of increase or decrease didn't exceed 20% or the change in amount didn't exceed \$10,000.

Note 2: Other equity decreased YOY mainly due to decreased unrealized gains and losses on the valuation of financial assets at fair value through other comprehensive income.

Note 3: Treasury shares decreased YOY, primarily due to the cancellation of treasury shares as required by law.

Note 4: Non-controlling interests increased YOY, mainly due to the Group's 61.4% ownership in its subsidiary Yem Chio Logistics Corp. In the year, Yem Chio Logistics Corp. acquired 55.08% of Victory Union IT Co., Ltd., 55.06% of StarIn Digital, and 55.02% of GOLDEN SILICON MATERIALS CO., resulting in an increase in non-controlling interests.

2. Countermeasures in the future:

In the future, the Group will remain committed to its core sectors — tapes, packaging materials, real estate, new energy, and specialty chemicals, moving steadily towards higher value, differentiation, and sustainability.

In adhesive tapes and packaging materials, we will continue to deepen our existing market operations and customer relations, and also actively drive product upgrades and expand applications to enhance added value and market competitiveness, thereby strengthening the foundation of our core activities. In terms of sustainable development, the Group will continue to implement the strategy of green processes and sustainable innovation. We are actively driving low-carbon transition and the strategic layout of green products. This includes the ongoing development of product lines such as solvent-free PVC tapes, UV-cured wire harness tapes, and eco-friendly packaging materials made from recycled content, demonstrating the Group's unwavering commitment to R&D, product innovation, and long-term sustainability.

In the real estate sector, the Group will steadily advance its operational planning based on the development and handover schedules for each project. Furthermore, the Company continues to progress with mid- to long-term development plans for the Wenzai

Redevelopment Zone in New Taipei City, as a key strategic layout for real estate growth. As global de-stocking nears completion, e-commerce continues its upward trajectory, and demand for ESG-compliant green packaging and environmentally friendly materials rises, the Group remains cautiously optimistic about the mid- to long-term prospects for the adhesive tape and packaging materials market. Going forward, we will continue to focus on high-margin specialty adhesive solutions, eco-friendly products, and sustainable processes. By integrating resources, upgrading products, expanding market reach, and refining operational management, we will enhance overall operational efficiency and profitability. Simultaneously, the real estate sector will continue to contribute to the Group's momentum as existing construction projects are handed over.

II. Analysis of Financial Performance

(I) Comparative analysis of financial performance

Unit: NT\$ thousands

Year Item	2025	2024	Difference		Analysis of changes in financial ratios:
			Amount	%	
Net Sales	13,276,075	15,891,082	(2,615,007)	-16%	
Cost of Sales	(11,245,372)	(13,265,074)	2,019,702	-15%	
Gross Profit	2,030,703	2,626,008	(595,305)	-23%	Details in (II) 1.
Operating Expenses	(1,517,556)	(1,597,710)	80,154	-5%	
Operating Income	513,147	1,028,298	(515,151)	-50%	Details in (II) 1.
Non-operating income and expenses	(83,588)	115,784	(199,372)	-172%	Details in (II) 2.
Income Before Tax	429,559	1,144,082	(714,523)	-62%	Details in (II) 3
Tax Expense	(162,748)	(254,711)	91,963	-36%	Details in (II) 4
Net Income	266,811	889,371	(622,560)	-70%	Details in (II) 5

(II) Analysis of changes in financial ratios: (No analysis is provided if the rate of increase or decrease didn't exceed 20% or the change in amount didn't exceed \$10,000.)

1. Gross profit and operating profit decreased mainly due to reduced profitability in the Adhesive Tape Manufacturing Division and the Real Estate Division in 2025.
2. Non-operating income and expenses decreased primarily due to a decline in net gains on financial assets and liabilities measured at fair value through profit or loss compared to the same period last year.
3. Net income before tax decreased mainly due to reduced profitability in the Adhesive Tape Manufacturing Division and the Real Estate Division in 2025.
4. Income tax expenses decreased mainly due to reduced profitability in 2025.
5. Net profit decreased mainly due to reduced profitability in the Adhesive Tape Manufacturing Division and the Real Estate Division in 2025.

III. Analysis of Cash Flow

(I) Analysis of cash flow changes in the last two years:

Item	Year		
	2025/12/31	2024/12/31	Variance (%)
Cash Flow Ratio (%)	(1.50)	(9.38)	-84%
Cash Flow Adequacy Ratio (%)	(4.57)	12.05	-138%
Cash Reinvestment Ratio (%)	(3.15)	(6.55)	-52%
Analysis of change in financial ratio:			
<p>Cash flow ratio and cash reinvestment ratio increased mainly due to a decline in net cash flow from operating activities.</p> <p>Cash flow adequacy ratio decreased primarily as a result of an increase in inventory growth over the past five years.</p>			

(II) Cash Flow Analysis for the Coming Year Unit: NT\$ thousands

Estimated Cash and Cash Equivalents, Beginning Year	Estimated Net Cash Flow from Operating Activities	Estimated Cash Outflow (Inflow)	Cash Surplus (Deficit)	Leverage of Cash Surplus (Deficit)	
				Investment Plans	Investment Plans
\$2,829,813	\$2,854,076	(\$ 2,700,464)	\$2,983,425	\$ -	\$ -
<p>1. Analysis of expected changes in cash flow:</p> <p>(1) Operating activities: Stable sales income of the main tape business is expected. In addition, the cash inflow from the completion and handover of the houses under the projects of “The One”, “YEMCHIO Jade” and “YEMCHIO Sun”, after deducting the cash outflow from the land inventory of the Construction Department, net cash flow from operating activities is eventually expected.</p> <p>(2) Investing activities: Net cash outflows are expected to result from routine capital expenditures.</p> <p>(3) Financing activities: A net cash outflow is expected due to implementation or earnings distribution, and repayment of bank loans using surplus.</p> <p>2. Remedial measures and flow analysis of estimated cash shortage: None</p>					

IV. Major Capital Expenditure Items: Not applicable.

V. Investment Policy Last Year, Main Causes of Profits or Losses, Improvement Plans and Investment Plans for the Coming Year

The company's 2025 investment profit was NT\$347,428

Reinvestment policy	Reasons for Gain or Loss	Action Plan	Investment Plan
Various investments at home and abroad	<p>1. Optimized cost and pricing structures of our adhesive tape products maintained healthy marginal contribution levels to enhance the stability of product profitability.</p> <p>2. The Packaging Materials Division completed majority equity investments in two companies dealing with specialized application services and high-end distribution resources. The high-tech electronic-grade and industrial-grade tapes and adhesives they represent are highly complementary to our existing activities. By integrating product lines and technical application resources, the Packaging Materials Division strengthened its overall solution capabilities and continued to expand into core markets including Taiwan, China, and Southeast Asia.</p> <p>3. In terms of non-operating investments, the Company benefited from gains on financial asset investments and interest income from U.S. investment-grade corporate bonds, which contributed positively to the overall financial performance and further enhanced operating results.</p>	None	<p>(A) Continue to deepen the R&D of product technologies, and promote the upgrade of plant equipment and automation investment, in order to boost production efficiency, optimize process quality, reduce costs, and further strengthen our product competitiveness and market responsiveness.</p> <p>(B) Actively promote the development of new energy, continue to expand related investments and resource allocation, implement sustainable operating practices, and capitalize on the business opportunities arising from the growth of the new energy market in response to industry trends, as a key driver for future operational growth.</p> <p>(C) Actively promote land reserve operations for real estate development, maintain an appropriate and stable land inventory to meet future development needs, and strengthen long-term development foundation. Through prudent evaluation of location conditions, market demand, and development benefits, optimize land asset allocation and enhance asset value and future operational growth momentum.</p>

VI. Risk Management & Analysis

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

The company's operations are mainly based on the production and sales of tape-related products, with export sales accounting for approximately 80% of the total. In order to mitigate the impact of exchange rate fluctuations on operations and profitability, the Company will continue to closely monitor the foreign exchange market and, depending on actual capital and exposure, conduct necessary hedging transactions in a timely manner to control foreign exchange risk.

In recent years, the Company's core operations have remained stable. In 2025, cash inflows from operations were prioritized for funding land inventory needs for the real estate segment, with any remaining shortfall covered by bank loans. Although market interest rates in 2025 remained relatively high due to previous interest rate hikes, the Company collected more stable interest income through investment in U.S. investment-grade corporate bonds, which helped to reduce the net interest expense burden. In addition, the Company's product prices are subject to timely adjustments in response to changes in raw material costs and overall price levels, so the impact of inflation on operations remains manageable.

- (II) Policies, Main Causes of Gain or Loss and Future Response Measures with respect to High-risk, High-leveraged Investments, Lending or Endorsement Guarantees, and Derivatives Transactions: In order to improve financial and business management, the company has formulated internal management measures such as "Procedures for Acquisition or Disposal of Assets", "Procedures for Loaning Funds to Others", "Procedures for Endorsement Guarantees", etc. in accordance with relevant laws and regulations. The "Procedures for Commodity Derivatives Transactions" are formulated to ensure that all commodity derivatives transactions are for the purpose of hedging.
- (III) Future R&D plans and estimated R&D expenditures: The Company's R&D plans for the current year include the development of environmentally friendly solvent-free hot-melt adhesives and process technologies (SFPVC), PVC electrical and industrial adhesive tapes, ultraviolet-curable pressure-sensitive adhesive tapes (UV PSA Tape), resin emulsification technologies, high-solid-content process technologies, and adhesive tape products. The Company will also invest in the development of new business ventures. Estimated R&D expenditures are approximately NT\$39.5 million.
- (IV) Effects of and Response to Changes in Policies and Regulations Relating to Corporate Finance and Sales: To execute overall plans in accordance with its corporate governance code of practice, the company will comply with laws and regulations and uphold the principle of "strong company operations that are institutionalized and transparent" as a response measure.
- (V) The impact and response mechanism of technological changes (including the risks of cyber security) and industry evolution on the company's financial operations: The Company and subsidiaries provide sales channels of packaging materials and introduce electronic operation systems actively. Network and information systems

have been built to shorten the message delivery process, improve the operation process effectively, and increase the operational efficiency. In addition to implementing technology-based management, the Company improve the techniques in response to the changes in the prospects of the industry in order to enhance the competitive strength of the Company. Hence, the change in technology and industry has a positive effect on the finance and business of the Company.

Assessment and analysis of information security and specific measures:

The Company implements the Regulations Governing the Use of Computer Network Accounts requiring that all the users shall observe with respect to the internal computers, login accounts and networks to protect the overall information security of the Company. The Regulations were announced and implemented on the same day. To prevent unauthorized intrusions into the Group's network systems that could lead to data theft, damage, or tampering of network servers, the Group has implemented and publicly announced the "Group Network Intrusion Response Management Procedures."

The Group requires the employees to implement both regulations to reduce and avoid information security risk.

In the network of the Group, the internal systems are isolated from external network by firewalls. A public wireless network environment has been built and isolated from the internal operation environment to ensure the security and stability of the internal systems.

The email service has been migrated to a cloud-based system, utilizing cloud protection to prevent threats such as spam and phishing emails.

The EIP, BPM and ISO systems can provide services via the Internet. Hence, vulnerability detection and scanning are performed for these systems on a regular basis to reduce the risk of malicious invasion and attack.

All the core information systems of the Group are built in a virtual server structure and meet the requirements of high system reliability as planned. An automated remote backup system was built to mitigate the risk of business interruption due to information security events and reduce the RTO (Recovery Time Objective) for the recovery of the system.

This year, secure zones have been established for system databases, strictly prohibiting connections from unrelated computers to enhance security. In addition to antivirus protection, all computers are equipped with EDR, with centralized handling of alerts for anomalies on personal computers and hosts. Private cloud data backups are implemented with off-site, heterogeneous, and offline mechanisms to further strengthen security.

- (VI) The Impact of Changes in Corporate Image on Corporate Risk Management and Company Response Measures: Not applicable
- (VII) Expected benefits and potential risks from a merger or acquisition and

countermeasures: In Q3 2025, the Packaging Materials Division completed the acquisition of a company with specialized application services and high-tier channel resources. The expected benefits are mainly reflected in product line integration and an improved market position. By incorporating high value-added products such as high-tech electronic and industrial tapes and adhesives, the Packaging Materials Division has successfully evolved from a pure packaging supplier into a “total solution provider”. This transformation strengthened collaboration with existing customers’ supply chains and accelerated the development of core markets in Taiwan, China, and Southeast Asia through integrated channel resources, thereby expanding operations and optimizing the profit structure. In terms of risk assessment for mergers and acquisitions, given the high degree of complementarity between the acquired entity and the Packaging Materials Division in business scope, as well as its sound operational fundamentals, no significant financial or operational risks have been identified following careful evaluation. To ensure post-merger synergy, the Packaging Materials Division has taken proactive steps, including establishing a robust post-merger integration mechanism, and conducting in-depth financial and business alignment and resource sharing. Simultaneously, it has leveraged expertise in professional talent management to ensure operational stability and maximize integration synergy while minimizing potential integration risks.

- (VIII) Expected Benefits from Risks Relating to and Response to Factory Expansion Plans: Not applicable
- (IX) Risks Relating to and Response to Excessive Concentration of Purchasing Sources and Excessive Customer Concentration: Not applicable
- (X) Effects of, Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with shareholdings over 10%: None
- (XI) Effects of, Risks Relating to and Response to Changes in Management Rights: Not applicable
- (XII) Litigation or non-litigation matters (disclosure of consolidated information)
(Indicate the Company and its directors, supervisors, President, substantial responsible person, large shareholders holding more than 10% of the shares and affiliated companies involved in significant litigation, non-litigation or administrative dispute events with affirmative judgment or pending in the court proceeding; where the results may have substantial impact on shareholders’ equity or stock price, the dispute facts, claim amounts, start dates of the litigation, primary litigation parties, and the handling status up to the publication date of this annual report shall be disclosed.)
 - i. Shanghai Lian Tung Fencing and Decorating Co., Ltd. (hereinafter referred to as “the lessee”) leased an idle industrial land lot No. 1688, Fuhai Road, Jia-Ding Industrial Park from ACHEM Technology (Shanghai) Limited (hereinafter referred to as ACHEM Technology (Shanghai)) (lease period from September 1, 2017 to August 31, 2024; hereinafter referred to as “Southshore Leased Land”). Due to the expiration of the lease term, the lessee refused to return the leased land and subleased it to third

parties, Shanghai Daminpu Construction Materials Co., Ltd. and Shanghai Hongce Logistics Co., Ltd. (hereinafter collectively referred to as the actual occupiers), who occupied the leased land. In response, ACHEM (Shanghai) filed a civil lawsuit on May 25, 2025, against the lessee, the lessee's legal representative Shao Li-Ming, and the actual occupiers, requesting the return of the leased land and compensation for delayed use of the leased land (calculated from September 1, 2024, until the actual handover date at a daily occupancy fee of RMB 10,656.49). The lessee and Shao Li-Ming are jointly and severally liable for repayment.

“Status of handling”:

- (i) On May 25, 2025, the Jiading District People's Court accepted the case (Court Case No.: Shanghai Jiading District People's Court (2025) Hu 0114 Minchu 21815). On January 29, 2026, the first-instance court issued the judgment that the lessee, Shanghai Lian Tung, shall return the industrial land at No. 1688, Fuhai Road, Jiading District, Shanghai, to ACHEM (Shanghai) within ten days from the effective date of the first-instance judgment. 2. Shanghai Lian Tung shall, within ten days from the effective date of this judgment, pay ACHEM (Shanghai) occupancy fees of RMB 2,266,004 for the period up to December 31, 2025, and, from January 1, 2026, until the actual handover date, pay occupancy fees calculated at a daily rate of RMB 6,929.73. 3. Shao Li-Ming (the legal representative of the lessee) shall bear joint and several liability for the debts of Shanghai Lian Tung. 4. The actual occupiers, Shanghai Daminpu and Shanghai Hongce Logistics, shall, within ten days from the effective date of this judgment, remove their property and vacate the industrial land at No. 1688, Fuhai Road, Jiading District, Shanghai. 5. If the obligated party fails to fulfill the monetary payment obligations within the period specified in this judgment, they shall pay double the interest on the debt for the duration of the delay in accordance with the Civil Procedure Law. 6. The first-instance court fees for this case shall be borne by the defendant, Shanghai Lian Tung, in the amount of RMB 21,903.63 (with ACHEM (Shanghai) bearing RMB 17,545.65).
 - (ii) The current lessee, Shanghai Lian Tung, filed an appeal with the Shanghai Second-Level People's Court on February 10, 2026. The case is now awaiting a hearing date from the second-instance court.
- ii. On April 14, 2025, nineteen purchasers of Yem Chio THE ONE, including Li Yu-Hsiu (originally sixteen plaintiffs; during the preparatory proceedings, three additional plaintiffs, Hsieh Meng-Hsuan, Hsieh Meng-Chen, and Li Ming-Hsiang, were added), filed a first-instance civil lawsuit with the New Taipei District Court (Court Case No.: New Taipei District Court 2025 Zhong-Su-Zi No. 282) against Yem Chio, claiming compensation for delays in obtaining the THE ONE occupancy permit. The plaintiffs

requested delay interest calculated at 0.5% per day of the total paid property price, totaling NT\$18,109,949 (including the claims of the three additional plaintiffs).

“Status of handling”:

This case is being handled by Attorney Chiang Chao-Chin of Fa-Yuan Law Firm. On November 28, 2025, the first-instance court scheduled a mediation session. As the parties could not reach an agreement on the settlement terms, the mediation failed and the case was returned to the court for trial. The case is currently still under trial at the first-instance court.

- iii. On March 17, 2025, two purchasers of Yem Chio THE ONE, Tseng Yen-Kuo and Tseng Kuo-Fu, filed a lawsuit with the Taiwan New Taipei District Court to rescind the sales contract due to Yem Chio’s delay in obtaining the THE ONE occupancy permit. They requested that Yem Chio return the already paid housing price and temporary payments totaling NT\$8,533,000, as well as, under the contract, pay delay interest calculated as 15% of the total property price for breach of contract, totaling NT\$6,294,000, and delay interest for the late issuance of the occupancy permit, calculated at 0.5% per day of the total paid property price, totaling NT\$998,411 (First-instance Court Case No.: Taiwan New Taipei District Court 2025 Zhong-Su-Zi No. 166).

“Status of handling”:

- (i.) This case is being handled by Attorney Li Chia-Han of Tiao-Ding Law Office. On July 21, 2025, the first-instance court rendered the following judgment: 1. Yem Chio shall return to Tseng Yen-Kuo the paid housing price of NT\$3,834,500 (excluding statutory interest), temporary payments of NT\$280,000, and, due to contract rescission, pay liquidated damages calculated at 15% of the total property price amounting to NT\$3,027,000, for a total of NT\$7,141,500; 2. Yem Chio shall return to Tseng Kuo-Fu the paid housing price of NT\$4,138,500 (excluding statutory interest), temporary payments of NT\$280,000, and, due to contract rescission, pay liquidated damages calculated at 15% of the total property price amounting to NT\$3,267,000, for a total of NT\$7,685,500. 3. The claim by Tseng Yen-Kuo and Tseng Kuo-Fu for delay interest calculated at 0.5% per day of the total paid property price due to the delayed issuance of the occupancy permit is dismissed, as no further damages may be claimed after the contract has been rescinded.
- (ii.) On August 7, 2025, Yem Chio filed a notice of appeal with the original court and paid the appeal court fees. On December 8 of the same year, the Company submitted the appeal brief to the Taiwan High Court and, following a change in its legal representative, filed a civil litigation succession notice in accordance with the law. The Civil Division of the Taiwan High Court, on January 2, 2026, notified the

original court that the change of legal representative of Yem Chio occurred on July 23, 2025, prior to the filing of the appeal on August 7, 2025, and that, in accordance with the law, the original court should adjudicate the succession of the litigation. After the entire case was transferred to the original court, which ruled that Mr. Lee, Shu-Wei, as legal representative, would assume the litigation, the case has now been transferred back to the Civil Division of the Taiwan High Court for trial (currently awaiting a hearing date from the Taiwan High Court).

- iv. On October 19, 2025, twelve purchasers of Yem Chio THE ONE, including Chang Wan-Ling, filed a first-instance civil lawsuit with the New Taipei District Court (Court Case No.: New Taipei District Court 2025 Zhong-Su-Zi No. 282) against Yem Chio, claiming delay interest for the late issuance of the THE ONE occupancy permit, calculated at 0.5% per day of the total paid property price, totaling NT\$11,881,632.

“Status of handling”:

- (i.) This case is being handled by Attorney Chiang Chao-Chin of Fa Yuan Law Firm. The case is currently scheduled for a mediation session on the morning of March 16, 2026.

- v. The land of the Yem Chio Qing development project, located at No. 798, Section 3, Nanhai Subsection, Zhongzheng Dist., Taipei City (hereinafter referred to as the disputed land), was unlawfully occupied by the neighboring property owners of No. 801, Lin Li-Ming and the registered notice holder Lin Li-Kang (who had not completed the initial preservation registration of an unauthorized structure), using iron gates, canopies, and other structures covering 3.91 square meters of the disputed land. On April 16, 2024, Yem Chio filed a civil lawsuit and, on June 21 of the same year, engaged Attorney Yeh Ju-Hsuan of Hsuan-Yeh Law Office to take over the case. Yem Chio submitted a civil amendment and evidence investigation petition, requesting that Lin Li-Kang and Lin Li-Ming remove the unauthorized iron gates, canopies, and other structures on the disputed land and return the land, and jointly pay Yem Chio NT\$5,587,520 in damages, as well as, from April 17, 2024, until the land is returned, monthly jointly pay NT\$9,742 as rent equivalent to unjust enrichment.

“Status of handling”:

- (i.) After trial by the Taipei District Court, on April 25, 2024, the court ruled that the defendant Lin Li-Ming must remove the canopies and other structures on the disputed land and return the occupied land to Yem Chio. In addition, Lin Li-Ming shall pay NT\$27,510, plus interest at an annual rate of 5% from December 2024 until full repayment. All other claims were dismissed (First-instance Court Case No.: 2024 Su-Zi No. 3402).
- (ii.) Subsequently, on June 14, 2025, Lin Li-Ming, through Lin Li-Kang, filed an appeal

with the Civil Division of the Taiwan High Court (Second-instance Court Case No.: 2025 Shang-Yi-Zi No. 874). On October 13, 2025, Yem Chio filed a civil cross-appeal, requesting that the appellee Lin Li-Ming remove all structures on the disputed land except the canopies (including iron frames) and return the occupied land, and additionally pay Yem Chio NT\$5,000,000 in damages, as well as, from April 17, 2024, until the land is returned, monthly jointly pay NT\$9,742 as rent equivalent to unjust enrichment (the second-instance appeal was handled in-house by Yem Chio's legal team). As Lin Li-Ming had voluntarily removed the canopy iron structures on December 15, 2025, the second-instance court required Yem Chio to amend its cross-appeal petition. The case is currently under trial at the Taiwan High Court.

- vi. The purchaser of A1-2F of Wangchiao Yipin, Fang Hsiao-Ya, filed a summary lawsuit with the Sanchong Summary Court of the Taiwan New Taipei District Court (First-instance Court Case No.: 2024 Chong-Jian-Zi No. 2747) claiming delay interest under Article 15, Paragraph 3 of the sales contract, due to Yem Chio's six-month delay in obtaining the occupancy permit and notifying delivery on August 26, 2024. The claim requested delay interest calculated at 0.05% per day of the total paid property price for 59 days (from June 28, 2024, to August 26, 2024), totaling NT\$469,210.

“Status of handling”:

- (i.) This case is being handled by Attorney Li Chia-Han of Tiao-Ding Law Office. On July 23, 2025, the first-instance court ruled that Yem Chio is only required to pay delay interest of NT\$92,850 (New Taipei District Court, Sanchong Summary Court, 2024 Summary Civil Case No. 2747). On August 11 of the same year, Yem Chio filed an appeal regarding the portion of the first-instance judgment it lost (i.e., the payment of NT\$92,850 in delay interest), with the appeal handled in-house by the legal team.
 - (ii.) After the appeal to the second-instance court, the case is currently under trial at the New Taipei District Court (Case No.: 2025 Jian-Shang-Zi No. 459).
- vii. Yem Chio purchased the respective portions of land located at No. 124-18 and No. 124-30, Sec. 3, Sanjiaozi Subsection, Haishantou, Xinzhuang Dist., New Taipei City (hereinafter referred to as the Wenzizun Land), from Chang Yun-Chieh, Chang Chao-Kai, and Chang Yung-Ching (hereinafter collectively referred to as the sellers) for a total of NT\$40,832,640. The parties signed a real estate sales contract on August 18, 2023. Yem Chio had paid the first installment of NT\$4,083,264 to the sellers on August 22 of the same year. Unexpectedly, before the New Taipei City Xinzhuang District Land Office notified all owners of the Wenzizun Land to correct the mediation agreement on the subdivision of the land (after some owners privately sold their respective portions following the mediation agreement), the Sellers unilaterally terminated the sales contract and resold the aforementioned Wenzizun Land to a third

party, Sheng Feng Construction. As a result, Yem Chio suffered damages and, on May 17, 2024, filed a civil lawsuit with the New Taipei District Court, requesting the return of the paid purchase price and compensation for damages (Court Case No.: New Taipei District Court 2024 Zhong-Su-Zi No. 326).

“Status of handling”:

- (i.) This case is being handled by Attorney Chiang Chao-Chin of Fa Yuan Law Firm. During the trial, a hearing was postponed once due to a typhoon, and the case experienced delays due to the replacement of two presiding judges, resulting in an extended trial period. The oral arguments for the case are scheduled for the afternoon of April 8, 2026.

- viii. On January 28, 2021, the purchaser of Wangzou Jipin, Huang Tsai-Wei, purchased B2-16F from Yem Chio. On November 24, 2023, Huang filed a civil lawsuit with the Civil Division of the New Taipei District Court, claiming that Yem Chio failed to inform them of a change in occupants on the 17th floor of the same building at the time of purchase, leaving them unable to choose another unit. The purchased unit experienced defects such as water leakage in March and August 2023. Huang requested a reduction in the purchase price and compensation for incomplete delivery, totaling NT\$3,008,625 (Court Case No.: New Taipei District Court 2023 Su-Zi No. 2946).

“Status of handling”:

- (i.) The entire case is being handled in-house by the Company’s legal team. Yem Chio contends that 988 days after Huang Tsai-Wei purchased the property, water leakage was discovered at the bedroom windowsill, balcony, and master bathroom ceiling, which was already more than one year past the warranty period. In addition, the 17th-floor unit modification was a legally permitted alteration, not a secondary construction after building completion. Huang Tsai-Wei’s claim that Yem Chio intentionally concealed defects related to the upstairs unit modification, and any assertion of non-performance, partial performance, or liability for defects, is without merit. On October 17, 2025, the first-instance court ruled against Huang Tsai-Wei, holding that the timing of the water leakage in the disputed property could not be proven and that the plaintiff failed to provide evidence that the property had defects at the time of handover, and therefore dismissed Huang Tsai-Wei’s claims.

- (ii.) As Huang Tsai-Wei did not file an appeal, the case was finalized on November 18, 2025.

- ix. Yi Lian Construction, due to Yem Chio Construction’s (formerly Wang Chou Development) projects, Yem Chio THE ONE and Yem Chio Qing, signed rebar material sales contracts with Yem Chio Construction (actual execution and

calculation). The contracts were signed on January 8, 2021, and February 22, 2022, respectively, with total sales prices of NT\$75,153,400 (including tax) and NT\$10,950,000. In addition, for the Yem Chio THE ONE project, the parties mutually agreed on July 18, 2021, to add a purchase amount of NT\$13,744,800. Subsequently, as there was no need to purchase rebar materials due to the completion of structural works for the Yem Chio THE ONE and Yem Chio Qing projects, Yem Chio Construction, in accordance with Article 4, Paragraph 1 of the sales contract, settled accounts with Yi Lian Steel. The final settlement resulted in an overpayment by Yem Chio Construction of NT\$2,867,247 (excluding tax). However, Yi Lian Steel refused to refund the aforementioned overpayment to Yem Chio Construction. On August 5, 2025, Yem Chio Construction engaged Attorney Chiang Chao-Chin of Fa Yuan Law Firm to issue a demand letter requesting Yi Lian Steel to refund the overpayment of NT\$2,867,247. As the request was unsuccessful, Yem Chio Construction filed a civil lawsuit for the return of the overpayment with the New Taipei District Court on November 7, 2025 (Court Case No.: New Taipei District Court 2025 Su-Zi No. 2198).

“Status of handling”:

- (i.) The New Taipei District Court transferred the case to mediation. Yi Lian Steel agreed to refund the aforementioned overpayment of NT\$2,867,247 and returned the amount on January 7, 2026. Yem Chio Construction subsequently withdrew the civil lawsuit on January 9, 2026.

On April 8, 2020, Huang Shang-Ching, a purchaser of Yem Chio Wang-Nian-Hui, purchased Unit D, 6th Floor, from Yem Chio Construction (formerly Wang Chou Development) (hereinafter referred to as the disputed property). The handover was completed on December 14, 2023. Subsequently, starting from July 2024, Huang Shang-Ching reported unusual noises in the disputed property, such as water hammer sounds. Yem Chio Construction dispatched personnel for multiple inspections but did not detect the reported water hammer or other issues. After multiple repair requests went unresolved, Huang Shang-Ching filed a civil lawsuit on December 9, 2025, with the New Taipei District Court, claiming a reduction in the purchase price and damages due to defects in the disputed property (Court Case No.: New Taipei District Court 2025 Su-Zi No. 670).

“Status of handling”:

- (ii.) The entire case is being handled in-house by the Company’s legal team and is currently still under trial at the first-instance court.
- x. On May 2, 2023, ACHEM and the former shareholders of Pantech Tape Co., Ltd., Chen Chi-Cheng, Yang Miao-Chen, and Chen Chih-Hao, signed a share purchase agreement for Pantech Tape Co., Ltd., with a total purchase price of NT\$41,600,000.

The parties agreed that May 2, 2023, would be the equity transfer date, and that debts incurred prior to the transfer date would be the responsibility of Chen Chi-Cheng and the others, while subsequent debts would be borne by ACHEM. The agreement also provided for a post-closing adjustment six months after the transfer date. However, after taking over the company, ACHEM discovered that Pantech Tape Co., Ltd. stored hazardous industrial waste on-site, and the cost of disposal by a licensed contractor was NT\$2,834,286. Chen Chi-Cheng, noting that ACHEM had already conducted prior due diligence, denied any intentional non-disclosure or concealment and did not agree to include this amount in the post-closing adjustment. Since 2023, the parties attempted negotiations through their attorneys without success. Consequently, on February 5, 2025, Chen Chi-Cheng and the others filed a lawsuit with the Taiwan Taipei District Court, claiming post-closing adjustment payments of NT\$3,010,028 and accounts receivable between Pantech Tape Co., Ltd. and the debtor Wintek (debts incurred prior to the transfer date) of NT\$2,641,224. ACHEM, in its defense, argued that the hazardous industrial waste disposal costs should be included in the post-closing adjustment and that the receivable from Wintek should be claimed from Pantech Tape Co., Ltd. (Court Case No.: Taiwan Taipei District Court 2025 Su-Zi No. 3984).

“Status of handling”:

On April 13, 2026, the plaintiffs, Chen Chi-Cheng and others, filed an appeal with the Taipei District Court (the Company has not yet received the civil appeal brief from the plaintiffs). This case will subsequently be heard and reviewed by the court of second instance, the Taiwan High Court.

(XIII) Other Major Risks: None

VII. Other important matters: None

Six. Special Disclosure

- I. Overview of affiliated companies:** Please check the information on Market Observation Post System. Index path (new version of MOPS): Market Observation Post System. > Single Company > Electronic Document Download > Three Books and Tables for Related Enterprises(https://mopsov.twse.com.tw/mops/web/t57sb01_q10)
- II. Private Placement of Securities in Most Recent Years:** None
- III. Other necessary supplementary explanations:** None
- IV. In the most recent year and as of the date of publication of the annual report, matters that had a significant impact on shareholders' rights and interests or securities prices as stipulated in Article 36, Paragraph 3, Subparagraph 2, of the Securities and Exchange Act are as follows:**
- (I) To meet operational development needs, the Board of Directors of the Company resolved on May 13, 2025 that, effective June 21, 2025, the former General Manager, Fang, Shu-Fen, would be reassigned as Special Assistant to the Group President and relieved of her position as the Company's General Manager, and that Lee, Chi-Cheng, Executive Officer of the Group Manufacturing Business Division, would be appointed as the Company's General Manager.
- (II) Following the reelection of directors on June 20, 2025, the term of office of the former Chairman, Lee, Chih-Hsien, expired. On the same day, the Board of Directors elected Director Lee, Shu-Wei as the new Chairman.
- (III) To meet operational development and internal management needs, the Company's Board of Directors approved the change of the accounting firm and certifying accountants on March 13, 2026. Please refer to pages 74 to 75 for information regarding the change of accountants. Starting from the first quarter of 2026, the Company's financial statements have been audited by the newly appointed accounting firm.