

Senao Networks Inc. 2025 Annual Report

Notice to readers

This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

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I. Letter to Shareholders

Following the completion of inventory destocking across customer channels, market demand began to recover in 2025. In addition, the gradual realization of results from the company's diversified market strategies in India and Japan contributed to the expansion of international business momentum, resulting in a significant 48% YoY increase in revenue for the first half of the year. However, amid the continued impact of U.S. tariffs, certain customers adopted a more speculative approach, leading to a relatively conservative outlook for the U.S. market in the second half of the year. As a result, revenue growth moderated to 7% YoY during the period. Overall, total revenue for 2025 grew by over 25% compared to 2024. In terms of profitability, the considerable appreciation of the New Taiwan Dollar at the beginning of the second quarter not only compressed gross margins but also affected foreign exchange gains and losses. As a result, the company's net income attributable to owners of the parent for 2025 increased by approximately 28% compared to 2024. The company's 2025 operating results and its outlook for 2026 are presented below.

1. Overview of Business 2025

(1) Business plan implementation result

The consolidated revenue in 2025 was NT\$ 15,035,668 thousand with an after-tax net profit attributable to the parent company of NT\$ 307,052 thousand, and a basic EPS of NT\$ 5.20.

(2) Budget implementation

No financial forecast released in 2025, there is no budget attainment.

(3) Analysis of financial receipts, expenditures, and profitability (consolidated financial statements)

Title		2025	2024
Financial Structure (%)	Liabilities to assets	51.70	50.56
	Long-term fund to property, plant and equipment	176.17	195.96
Solvency (%)	Current ratio	151.91	151.02
	Quick ratio	113.34	111.93
	Interest coverage fold	38.65	27.39
Profitability (%)	ROA	3.31	2.07
	ROE	6.98	4.51
	Income before tax to paid-in capital	83.11	93.52
	Net profit margin	2.82	2.00
	EPS (NT\$)	5.20	4.71

(4) Research & Development

The following is the products and technologies successfully developed by the company in 2025.

1. OCP servers: Mass production is ready for OCP-compliant servers equipped with standardized DC-SCM modules. Designed with high flexibility, the system supports a wide range of workloads, from

general-purpose computing to AI workstation applications utilizing high-performance GPUs.

2. Edge computing: Completed the development of edge servers based on Intel next-generation Xeon 6 SoC, effectively elevating our product value in the edge computing market.
3. Enterprise Linux ecosystem integration: The company has developed next-generation SmartNICs based on the Xeon 6 SoC, successfully certified with the Red Hat OpenShift platform. This solution supports dynamic Network Functions Virtualization (NFV), delivering robust, server-grade Secure Control Module (SCM) management functionality.
4. Innovation: The company has developed a security control module (Edge-SCM) complied with OCP standards. While providing functional equivalence with DC-SCM, its form factor has been optimized to accommodate the space constraints of edge servers and network switches.
5. Titanium-grade power supply: The company has developed a 3,200W fully digital Titanium-grade server power supply. By combining high efficiency and robust reliability, this solution assists data centers in reducing carbon emissions and lowering operational expenditures.
6. AI NVS: The company has developed an NVS system with edge AI analytics. Through a cloud-based management platform, the system processes and analyzes video streams from conventional IPCAMs, thereby immediately enhancing and upgrading existing surveillance infrastructure. For instance, the company has developed a “surrender gesture” detection and alert system for 7-Eleven staff, successfully broadening the application of its cloud surveillance solutions into the smart retail market.
7. AI camera: The company has developed cloud IP cameras featuring facial recognition capabilities that enable multi-angle identification with cloud AI intelligence. The system supports synchronized multi-camera tracking of individual movements and incorporates a natural language-driven AI surveillance alert system.
8. IPv6 certification: The company has developed a VPN Gateway that successfully obtained IPv6 certification from Japanese telecommunications carriers, effectively establishing a foothold in the Japanese market.
9. Layer 3 Ethernet: The company has successfully developed L3 switches integrated with a cloud-based network management system to provide comprehensive networking solutions.
10. Enterprise access control systems: The company has developed a cloud-based video surveillance system equipped with 3D facial recognition and ultra-wideband (UWB) short-range wireless communication. Certified to meet UL 864, UL 294, and UL 2610 fire and access control standards, the system applies to smart operational management.
11. Enterprise access control systems: The company has developed cloud-based access control and security solutions utilizing power over RS485 and Sub-G wireless communication technologies. This approach minimizes installation complexity while providing greater deployment flexibility.

2. Outline of Business Plan 2026

Since last year, the company has aggressively pursued market diversification to bolster our operations through greater scale. With the market rebounding in 2026 and AI demand rapidly intensifying, our transformation strategy is yielding positive results and driving future growth. Capitalizing on this momentum, the company will not only strengthen internal operations and resource alignment but also dedicate ourselves to advancement in the following dimensions.

(I) Optimizing revenue structure

To diversify market risk and pursue large-scale expansion, the company will transition from enterprise-centric sales to targeting Internet Service Providers (ISPs). With ISP customers in India, the Middle East, Africa, and the Americas actively deploying our FWA, ODU, IDU, and RMDU networking solutions, we expect the ISP segment to represent a larger portion of our total revenue this year, serving as a key catalyst for the company's operational growth.

(II) Bolstering AI deployment

To address the increasing demand for AI applications, data security, and on-premises computing, the company is vigorously expanding its AI product portfolio. The portfolio encompasses AI Cameras, Edge AI Boxes, AI Servers, and cloud management systems, delivering fully integrated hardware-software solutions. By lowering barriers to AI adoption, the company expects to effectively tap into the enterprise and edge computing markets.

(III) Reinforcing technical barriers to entry

In the networking product segment, the company is focusing on core technology development through mid-to-high-end enterprise switches featuring L3 routing and stacking capabilities. These innovations enhance network management and expansion flexibility, forming technical barriers and strategic advantages. In terms of brand products, the company has developed a comprehensive AI application ecosystem that encompasses CamAI, TalkAI, AssistAI, AgenticAI, and the NVS series, designed to market its AI brand.

In response to the increase in demand for network broadband and transmission speed, the company will continue to expand the application in the network communications industry to ensure the production and marketing strategies are implemented, and it is expected that the sale volume will continue to grow throughout the year.

3. Future Development Strategy

As generative AI applications progress from proof of concept to full-scale deployment, enterprise demand for inference computing, real-time analytics, and operational intelligence is rapidly increasing. Developing viable business models to meet these demands will become the company's emphasis in its next stage of market positioning. The company has implemented an integrated framework comprising AI

Cameras for image recognition, “Edge AI Boxes” for frontline processing, and “AI Servers” at the core. The “Cloud-to-Edge” architecture combines “Edge AI Boxes for real-time local inference” and “AI servers for backend model fine-tuning and private cloud management,” offering enterprises a practical, scalable, and cost-efficient digital transformation blueprint.

4. Effect of External Competition, Legal Environment, and Overall Business Environment

According to the International Monetary Fund (IMF)’s January 2026 report, the global economic growth forecast for 2026 was revised upward to 3.3% (original estimate was 3.1%). The improved projection is attributed to global markets progressively adjusting to U.S. tariffs and the sustained increase in AI-related investments. The report cautions that an AI bubble or renewed geopolitical and trade tensions could still pose significant risks to global economic prospects. Current memory price hikes and supply constraints are impacting the company’s operations. Despite these challenges, we remain committed to our strategic roadmap while maintaining the flexibility to adjust our operations as market conditions evolve.

With our best wishes for your health and happiness

Thank You

II. Corporate Governance Report

2.1 Information on the company's Directors, President, Vice President, Assistant Vice President

2.1.1 Directors

2.1.1.1 Profile of Directors

As of March 10, 2026

Title (Note 1)	Nationality / Country of Origin	Name	Gender Age (Note 2)	Date Elected	Term (Years)	Date First Elected (Note 3)	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Principal work experience and academic qualifications (Note 4)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Note 5
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	ROC	Wen- Ho Tsai	M 61~70	5/27/2025	3	5/13/2010	1,701,918	2.88 %	1,701,918	2.88 %	880,936	1.49 %	0	-	Master of Business Administration, National Taiwan University; Delta networks' CEO	Note 6	NA	NA	NA	NA
Director	ROC	Senao International Co., Ltd.	-	5/27/2025	3	10/1/2006	19,582,454	33.16 %	19,582,454	33.16 %	-	-	0	-	-	-	NA	NA	NA	NA
	ROC	Representative : Chung- Yung Chia	M 61~70	5/27/2025	3	6/17/2022	0	-	0	-	0	-	0	-	NYCU PHD of Computer Science; CHT's VP	Note 7	NA	NA	NA	NA
Director	ROC	Senao International Co., Ltd.	-	5/27/2025	3	10/1/2006	19,582,454	33.16 %	19,582,454	33.16 %	-	-	0	-	-	-	NA	NA	NA	NA
	ROC	Representative : Tian- Tsai Su	M 61~70	5/27/2025	3	6/17/2022	0	-	0	-	0	-	0	-	Master of Electrical Engineering, National Cheng Kung University; CHT's VP	Note 8	NA	NA	NA	NA
Director	ROC	Pao- Yun Lin	M 71~80	5/27/2025	3	10/1/2006	0	-	0	-	0	-	0	-	Don-Shih Junior high school; Senao's Chairman	Note 9	NA	NA	NA	NA
Independent Director	ROC	Kuang- Hsun Shih	M 51~60	5/27/2025	3	5/5/2010	0	-	0	-	0	-	0	-	Doctor of Finance, Nova Southeastern University, USA; PCCU's professor	Note 10	NA	NA	NA	NA
Independent Director	ROC	Yen-Wei Cheng	M 71~80	5/27/2025	3	5/27/2025	0	-	0	-	0	-	0	-	NCKU Associate Degree in Electrical Engineering; Chairman of Hitron Technologies Inc.; Chairman of Interactive Digital Technologies Inc.	Note 11	NA	NA	NA	NA
Independent Director	ROC	Jhih-Ling Hsieh	F 51~60	5/27/2025	3	4/24/2007	0	-	0	-	0	-	0	-	USA CUNY MBA ; KBC Bank's AVP	Note 12	NA	NA	NA	NA

- Note 1: For a corporate shareholder, the name of the corporate shareholder and its representative shall be listed separately (when listing the representative of a corporate shareholder, the name of the corporate shareholder shall also be noted), and Form 1 below shall also be completed.
- Note 2: Please state the actual age, or, alternatively, state the age interval into which the actual age falls, e.g., 41–50 years, 51–60 years.
- Note 3: Specify the time the person first began to serve as a director or supervisor of the company. If there has been any break within a term or between terms, add a note specifying the circumstances.
- Note 4: Specify experience and qualifications related to the current position. If during a period specified above the person has served in a position at a CPA firm that serves as external auditor/attestor, specify the position held and the duties for which the person was responsible.
- Note 5: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer).
- Note 6: Also the company's investee: the Chairman of Emplus Technologies, Inc., Chairman of EnRack Technology Inc., Director & President of EnGenius Technologies, Inc., Director of EnGenius International (Samoa) Ltd., Director of EnGenius Networks Singapore PTE. Ltd., Director of EnGenius Networks Europe B.V., Director of EnGenius Technologies Canada Inc., Director of Senao Networks Vietnam Co., Ltd., and Senao Networks USA Inc., and the post held in another company: Representative Chairman of AVAL Technologies Co., Ltd and WIIN Technologies Co., Ltd., Representative Director of Shenyang Insurance Agency Co., Ltd.
- Note 7: Also the GM of Network Technology Branch of CHT, Representative Director of Taiwan International Standard Electronics Ltd., Co., Ltd., Representative Director of Senao International Co., Ltd, and the Chairman of Chungwa Telecom Europe GmbH.
- Note 8: Also the Dean of CHT's Telecom Laboratories, Representative Chairman of CHT InventAI Co., Ltd., and International Telecommunication Development Co., Ltd.
- Note 9: Also the Director of EnGenius Networks Singapore Pte. Ltd., the company's investee, and the post held in other companies: Director & President of Senao International Co., Ltd., Chairman of Kung-Chue Co., Ltd., Chairman of Jheng-Fong Investment Co., Ltd.
- Note 10: Also Independent Director, Audit Committee member and Remuneration Committee Member of Samebest Co., Ltd., Representative Director of ChinaTrust Commercial Bank.
- Note 11: Also Chairman of ARTMO Inc.; Director of Transcend Information, Inc., Director of Sports Gear Co., Ltd., Independent Director, Audit Committee member and Remuneration Committee Member of TPK Holding Co., Ltd.
- Note 12: Also VP of Metropolitan Bank & Trust Company, Supervisor of Full Chain Materials International Co., LTD.

2.1.1.2 Directors acting as the representatives of institutional shareholders

Major shareholders of the institutional shareholders

As of March 10, 2026

Name of Institutional Shareholders	Major Shareholders (Shareholding %)
Senao International Co., Ltd (Note1)	CHT Co., Ltd (27.79); Hua-Shun Investment Co., Ltd (7.94); Kung-Chue Co., Ltd (7.55); Yu-You Investment Co., Ltd (7.37); Jheng-Fong Investment Co., Ltd (7.36); Jheng-Kung Investment Co., Ltd (5.74); Chuan-Fang-Wei Investment Co., Ltd (4.21); Pao-Yun Lin (3.23); Yung-Ming Liu (2.15) 、 Bai-Ling Investment Co., Ltd (2.08)

Major shareholders of the company's major institutional shareholders

As of March 10, 2026

Name of Institutional Shareholders	Major Shareholders (Shareholding %)
CHT Co., Ltd (Note2)	MOTC (35.29) ; CTBC Bank Trust Account - CHT Employee Stock Ownership Trust Plan (3.83) ; Shin Kong Life Insurance Co., Ltd. (3.73) ; Cathay Life Insurance Co., Ltd. (2.73) ; JP Morgan Chase Bank, N.A., acting as depositary and representative of CHT ADRS (2.39) ; Chunghwa Post Co., Ltd. (2.06) ; New Labor Pension Fund (1.98) ; Labor Insurance Fund (1.19) ; Taishin Bank in custody for Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF (1.11) ; Old Labor Retirement Fund (1.07)
Hua-Shun Investment Co., Ltd (Note3)	Oceanstar Malaysia Co., Ltd.(46.84); Yung-Ming Liu (11.12)
Kung-Chue Co., Ltd (Note3)	Pao-Yun Lin (11.5)
Yu-You Investment Co., Ltd (Note3)	Hua-Shun Investment Co., Ltd (33.33)
Jheng-Fong Investment Co., Ltd (Note3)	Pao-Yun Lin (57.66); Yung-Ming Liu(33.46); Jheng-Fong Lin(0.03)
Jheng-Kung Investment Co., Ltd (Note3)	Global solution Malaysia Co., Ltd. (84); Jheng-Fong Investment Co., Ltd (14); Jheng-Fong Lin (2)
Chuan-Fang-Wei Investment Co., Ltd (Note3)	Hua-Shun Investment Co., Ltd (50.31); Jheng-Fong Investment Co., Ltd (49.69)
Pao-Yun Lin	NA
Yung-Ming Liu	NA
Bai-Ling Investment Co., Ltd (Note3)	Hong-Ling Lin (85); Wei-Ting Kau (6)

Note1: Major shareholders and shareholding ratios are based on their rosters of shareholders dated June 23, 2025.

Note2: Major shareholders and shareholding ratios are based on their rosters of shareholders dated July 7, 2025.

Note3: Major shareholders and shareholding ratios are based on the company registration information of the Department of Commerce of the Ministry of Economic Affairs.

2.1.1.3 Professional expertise of Directors and the diversity policy and status of Independence of the Board of Directors

1. Disclosure of professional qualification of Directors and independence of Independent Directors

Condition Name	professional qualification and experience	independence situation	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Wen-Ho Tsai	I. More than five years of work experience related by the company's business. II. Don't have any of the circumstances in the subparagraphs of Article 30 of the company Act.	I. There are no spouses or relatives within the second degree of kinship among Directors.	0
Senao International Co., Ltd. Representative : Chung-Yung Chia	I. More than five years of work experience required by the Company's business. II. Don't have any of the circumstances in the subparagraphs of Article 30 of the company Act.	I. There are no spouses or relatives within the second degree of kinship among Directors.	0
Senao International Co., Ltd. Representative : Tian- Tsai Su	I. More than five years of working experience in finance and accounting. II. Don't have any of the circumstances in the subparagraphs of Article 30 of the company Act.	I. There are no spouses or relatives within the second degree of kinship among Directors.	0
Pao-Yun Lin	I. More than five years of working experience in commerce. II. Don't have any of the circumstances in the subparagraphs of Article 30 of the company Act.	I. There are no spouses or relatives within the second degree of kinship among Directors.	0

Condition Name	professional qualification and experience	independence situation	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Kuang-Hsun Shih	I. More than five years of working experience of an Instructor or Higher Position with finance-related disciplines in a Public or Private Junior College, College or University. II. Don't have any of the circumstances in the subparagraphs of Article 30 of the company Act.	The person, spouse, relatives within the second degree of relatives do not have the following circumstances: I. Serving as a Director or Supervisor of the company or any of its affiliates. II. Holding the company shares. III. Serving as a Director, Supervisor or employee of a company that has a specific relationship with the company. IV. Providing commerce, law, finance, accounting and other services for the company or its affiliates in the past 2 years.	1
Yen-Wei Cheng	I. More than five years of working experience in commerce and finance. II. Don't have any of the circumstances in the subparagraphs of Article 30 of the company Act.	The person, spouse, relatives within the second degree of relatives do not have the following circumstances: I. Serving as a Director or Supervisor of the company or any of its affiliates. II. Holding the company shares. III. Serving as a Director, Supervisor or employee of a company that has a specific relationship with the company. IV. Providing commerce, law, finance, accounting and other services for the company or its affiliates in the past 2 years.	1
Jhih-Ling Hsieh	I. More than five years of working experience in commerce. II. Don't have any of the circumstances in the subparagraphs of Article 30 of the company Act.	The person, spouse, relatives within the second degree of relatives do not have the following circumstances: I. Serving as a Director or Supervisor of the company or any of its affiliates. II. Holding the company shares. III. Serving as a Director, Supervisor or employee of a company that has a specific relationship with the company. IV. Providing commerce, law, finance, accounting and other services for the company or its affiliates in the past 2 years.	0

Note 1: Professional qualifications and experience: Specify the professional qualifications and experience of each director and supervisor. If a member of the Audit Committee, specify their accounting or finance background and work experience. Additionally, specify whether any circumstance under any subparagraph of Article 30 of the company Act exists with respect to a director or supervisor.

Note 2: Describe the status of independence of each independent director, including but not limited to the following: did they or their spouse or any relative within the second degree serve as a director, supervisor, or employee of the company or any of its affiliates? ; specify the number and ratio of shares of the Company held by the independent director and their spouse and relatives within the second degree (or through nominees); do they serve as a director, supervisor, or employee of any company having a specified relationship with the company (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies)?; specify the amount(s) of any pay received by the independent director for any services such as business, legal, financial, or accounting services provided to the company or any affiliate thereof within the past 2 years.

2. Diversity of Board of Directors

- (1) The company has established the "Corporate Governance Code", which underlines a diversified policy specified in Chapter 3: "Strengthening the Functions of the Board". Based on the two main criteria related to basic conditions and values, professional knowledge and competencies, regardless of gender, age, nationality and culture, it is important to consider knowledge, skills and character to enable directors to fulfill their duties. Lastly, individuals who are versatile directors and competent in performing their duties are selected.
- (2) Besides operational judgement, business management, crisis management, industrial knowledge, international market outlook, leadership, and decision-making ability requirements for all directors, specific management objectives related to diversification should also include:
 - A. More than one-third of directors have "accounting and financial analysis capabilities".
 - B. Directors who concurrently serve as managers do not exceed one third of the total number of directors.
 - C. At least one board member of the opposite sex.
- (3) The company has implemented the aforementioned diversified management objectives, including three directors with "accounting and financial analysis capabilities"; no manager is concurrently serving as a director of the company, and 1 director of a different gender. The diversification situation is shown in the table below.

Core item		Diversification implementation										
		Gender	Accounting and financial analysis ability	Independent Director	Non-Company's manager	Operation judgment ability	Operation management ability	Crisis handling ability	Industrial knowledge	International market view	Leader -ship	Decision -making ability
Name of director												
Wen-Ho Tsai		M	✓		✓	✓	✓	✓	✓	✓	✓	✓
Chung-Yung Chia		M			✓	✓	✓	✓	✓	✓	✓	✓
Tian-Tsai Su		M			✓	✓	✓	✓	✓	✓	✓	✓
Pao-Yun Lin		M			✓	✓	✓	✓	✓	✓	✓	✓
Kuang-Hsun Shih		M	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Yen-Wei Cheng		M		✓	✓	✓	✓	✓	✓	✓	✓	✓
Jhih-Ling Hsieh		F	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

3. The number of directors of either gender on the board of directors is less than one-third, explain the reasons and the planned measures

Considering international trends toward gender equality, the company aims to progressively enhance gender diversity among its directors. The initial objective is to comply with legal requirements and emphasize the importance of female directors. Therefore, during the comprehensive board re-election in 2025, we elected one female independent director. Furthermore, the company will continue to communicate with major shareholders regarding the replacement of one of the two representative of a juristic person directors with a female director, to achieve the goal of having female directors represent more than one-third of the board seats.

4. Independence of Board of Directors

At present, there are three independent directors in the company, accounting for 3/7 of all directors. There is no relationship between directors and there are no other directors who have a relationship of spouse or within the second degree of kinship. For details, please refer to the information of directors on pages 5. The company's Board of Directors is independent because there are no conditions stipulated in paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

2.1.2 Profiles of President, Vice President, Assistant Vice President

As of March 10, 2026

Title (Note 1)	Nationality/ Country of Origin	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Principal work experience and academic qualifications (Note 2)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		Note 3
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
President	ROC	Po-Chang Lin	M	12/29/2015	50,000	0.08%	0	-	0	-	PhD in Electrical Engineering, North Carolina State University; President of Marvell Taiwan; CTO of Delta Electronics, Inc./Delta Networks Inc.	Note 4	NA	NA	NA
Business Unit President	ROC	Yi-Ching Chang	M	9/6/2021	60,000	0.10%	0	-	0	-	Master of Communication Studies, National Chiao Tung University; President, AMIGO Technology Inc.; Marketing Manager, LITE-ON Technology Corporation	Note 5	NA	NA	NA
Business Unit President	ROC	Pei-Chuan Liou	M	10/1/2015	62,000	0.10%	0	-	0	-	Master of Computer Science, National Cheng Kung University; R&D Director, Cameo Communications, Inc.; Software R&D Manager, ION Global	Note 6	NA	NA	NA
VP	ROC	Feng-Hsiao Yu	F	10/1/2006	75,531	0.13%	0	-	0	-	Master of Business Administration, National Taipei University; Section Manager, Delta Electronics, Inc.; Manager, Business Administration Dept., Senao International Co., Ltd.	Note 7	NA	NA	NA
VP	ROC	Hon-Chu Lai	M	11/9/2015	6,000	0.01%	0	-	0	-	Master of Electrical Engineering, University of Colorado; Vice President, D-Link Corporation; Vice President, Cisco, Taiwan Branch; President, Enterasys Networks Inc.	-	NA	NA	NA
VP	ROC	Hsiu-Ying Liu	F	6/21/2021	39,000	0.07%	0	-	0	-	Bachelor, Steven Institute of Technology Environmental Engineering; Product Manager, LITE-ON Technology Corporation; Sales Manager, Broadweb Corp.	-	NA	NA	NA
VP	ROC	Jian-Sheng Gao	M	3/10/2025	9,000	0.02%	0	-	0	-	Bachelor of Electrical Engineering, Bath University; R&D Director, Senao Networks Inc.	-	NA	NA	NA
VP	ROC	Li-Li Chang	F	6/17/2025	0	-	0	-	0	-	Bachelor of Electrical Engineering, North Dakota State University, Vice President of Product Engineering, Netgear, Inc.	-	NA	NA	NA
VP	ROC	Zhi-Jian Huang	M	6/17/2025	0	-	0	-	0	-	Associate Degree in Electrical Engineering, Southeast Technical College; General Manager of Vietnam Subsidiary, Ming-Tai Technology Co., Ltd.	-	NA	NA	NA

Title (Note 1)	Nationality/ Country of Origin	Name	Gender	Date Effective	Shareholding		Spouse & Minor		Shareholding by Nominee		Principal work experience and academic qualifications (Note 2)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Note 3
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
VP	ROC	Ying-Zheng Guo	M	6/17/2025	0	-	0	-	0	-	Master of Business Administration, Syracuse University; Business Manager, Kinpo Technology Co., Ltd.	-	NA	NA	NA	
AVP	ROC	Yu-Mei Chao	F	6/7/2011	0	-	0	-	0	-	Bachelor of Economics, Chinese Culture University; Product and Sales Manager, Huanxin Technologies, Inc.; Sales Manager, CIS Technology Inc.	-	NA	NA	NA	
AVP	ROC	Chun-Lung Lin	M	6/7/2011	2,080	0.00%	0	-	0	-	Master of Automatic Control Engineering, Feng Chia University; Assistant Manager, Computer & Communications Research Laboratories; Manager, Comflux Technology Inc.	-	NA	NA	NA	
AVP	ROC	Jheng-Da Lee	M	12/9/2016	309	0.00%	0	-	0	-	Master of Electrical Engineering, National Cheng Kung University; R&D Section Manager, Senao Networks, Inc.; R&D Director, Senao Networks Inc.	-	NA	NA	NA	
AVP	ROC	Jheng- Syun Lee	M	8/13/2018	2,000	0.00%	0	-	0	-	Master of Business Administration, University of Warwick, UK; Master of Computer Science, University of East Anglia, UK; Manager, Zyxel Communications Inc.	-	NA	NA	NA	
AVP	ROC	Bou-Yang Liou	M	7/22/2024	13,000	0.02%	0	-	0	-	Master of Management Science, National Chiao Tung University; Senior Business Manager of Broadcom Taiwan; GM of Kxcomtech Taiwan	-	NA	NA	NA	
AVP	ROC	Jun-Hong FanJiang	M	5/1/2025	0	-	0	-	0	-	Master of Industrial Engineering, Chung Yuan Christian University; President of Compal Electronics (Vietnam) Co., Ltd.; Plant Manager of Compal Electronics Co., Ltd.	-	NA	NA	NA	
AVP	ROC	Chuan-Jia Zeng	M	7/1/2025	0	-	0	-	0	-	PhD in Political Economy and Philosophy, Birmingham University, UK; Head of Quality Department, Taijinbao Telecom Inc.; Chief Acoustic Quality Engineering Consultant, Tiffany Acoustics Inc.	-	NA	NA	NA	
AVP	ROC	Shih-Hui Pang	F	2/1/2026	1,000	0.00%	0	-	0	-	Bachelor of International Trade, National Chengchi University; Head of Accounting Department, Senao Networks Inc.	Note 8	NA	NA	NA	

Title (Note 1)	Nationality/ Country of Origin	Name	Gender	Date Effective	Shareholding		Spouse & Minor		Shareholding by Nominee Arrangement		Principal work experience and academic qualifications (Note 2)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Note 3
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
AVP	ROC	Hui-Gin Huang	F	2/1/2026	0	-	0	-	0	-	Master of Business Administration, Royal Roads University, Canada; Vice President of V-Link Technology Co., Ltd.; Business Manager of ADATA Technology Co., Ltd.; Business Assistant of Iridium Electronics Co., Ltd.; Business Director of Flextronics Co., Ltd.; Business Manager of Lite-On Technology Co., Ltd.	-	NA	NA	NA	
AVP	ROC	Fu-Yuan Xu	M	2/1/2026	0	-	2,000	0.00%	0	-	Master of Electrical Engineering, National Cheng Kung University; Head of Global Operations and Engineering (GOE) of Dell Taiwan; Head of Business Unit (LOB) of Lite-On Technology Co., Ltd.	-	NA	NA	NA	
AVP	ROC	Yang Chen	M	2/1/2026	2,000	0.00%	0	-	0	-	Bachelor of Science in Aeronautics and Astronautics, National Taiwan Ocean University; Hardware R&D Manager, Inventec Co., Ltd.; Principal FAE, Broadcom Taiwan.	-	NA	NA	NA	

Note 1: The information in this table should be disclosed for the general manager, assistant general managers, deputy assistant general managers, and the chiefs of all the company's divisions and branch units, including all persons in positions equivalent to general manager, assistant general manager, or deputy assistant general manager, regardless of job title.

Note 2: Specify experience and qualifications related to the current position. If during a period specified above, the person has served in a position at a CPA firm that serves as external auditor/attestor, specify the position held and the duties for which the person was responsible.

Note 3: If the general manager or person of an equivalent post (the highest level manager) and the chairperson of the board of directors of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g. increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer).

Note 4: Also the company's investee: Director of Emplus Technologies, Inc.; Director of EnRack Technology Inc.

Note 5: Also the company's investee: Director of Senao Networks Private Ltd. ; Director of EnGenius Networks Private Ltd.

Note 6: Also the company's investee: Director of Senao Networks Private Ltd. ; Director of EnGenius Networks Private Ltd.

Note 7: Also the company's investee: Director of EnGenius Networks Singapore PTE. Ltd.; Director of EnRack Technology Inc.; Director of EnGenius Technologies Canada Inc.; Director of EnGenius Japan Inc.; Chairman of EnGenius Networks Inc.

Note 8: Supervisor of EnRack Technology Inc.

2.1.3 Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto. (NA)

2.2 Remuneration paid during the most recent fiscal year to Directors, Supervisors, President and Vice President

2.2.1 Remuneration of Directors

Unit: NT\$ Thousand

Title	Name	Remuneration						Total Compensation (A+B+C+D) and Ratio of Compensation to Net Income (%)		Relevant Remuneration Received by Directors Who are Also Employees						Total Compensation (A+B+C+D+E+F+G) and Ratio of Compensation to Net Income (%)		Compensation Paid to Directors from an Invested company other than the company's Subsidiary
		Base Compensation (A)		Severance Pay (B)		Bonus to Directors (C)				Allowances (D)		Salary, Bonuses, and Allowances (E)	Severance Pay (F)		Profit Sharing- Employee Bonus (G)			
								The company	Companies in the consolidated financial statements									
Chairman	Wen-Ho Tsai	14,685	-	-	2,264	2,894	80	120	17,698 5.76%	-	-	-	-	17,029 5.55%	20,099 6.55%	NA		
Director	Senao International Co., Ltd.	-	-	-	-	-	-	-	1,212 0.39%	-	-	-	-	1,212 0.39%	1,212 0.39%	NA		
	Representative : Chung-Yung Chia	-	-	-	1,132	1,132	80	80	-	-	-	-	-	-	-	-		
Director	Senao International Co., Ltd.	-	-	-	1,132	1,132	80	80	1,212 0.39%	-	-	-	-	1,212 0.39%	1,212 0.39%	NA		
	Representative : Tian-Tsai Su	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Director	Pao-Yun Lin	-	-	-	1,132	1,132	80	80	1,212 0.39%	-	-	-	-	1,212 0.39%	1,212 0.39%	NA		
Independent Director	Kuang-Hsun Shih	720	-	-	-	-	120	120	840 0.27%	-	-	-	-	840 0.27%	840 0.27%	NA		
Independent Director	Yen-Wei Cheng	430	-	-	-	-	50	50	480 0.16%	-	-	-	-	480 0.16%	480 0.16%	NA		
Independent Director	Jhih-Ling Hsieh	430	-	-	-	-	50	50	480 0.16%	-	-	-	-	480 0.16%	480 0.16%	NA		
Independent Director	Yi-Min Chang (Note)	294	-	-	-	-	60	60	354 0.12%	-	-	-	-	354 0.12%	354 0.12%	NA		
Independent Director	Huei-You Chen (Note)	294	-	-	-	-	70	70	364 0.12%	-	-	-	-	364 0.12%	364 0.12%	NA		
1.1. Please describe the policy, system, standards and structure in place for paying remuneration to directors and describe the relationship of factors such as the duties and risks undertaken and time invested by the directors to the amount of remuneration paid. :																		
According to the company Act, independent Directors and Directors have equal duties, contributions and operation risk. For the purpose of risk control, the company has purchased Directors' and Supervisors' Insurance. However, independent Directors should be free of financial concern relating to the profits or losses of the company, to ensure impartial corporate governance. The company only paid all independent Directors a fixed amount remuneration to comply with the company Act.																		
2. In addition to what is disclosed in the above table, please specify the amount of remuneration received by directors in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant to the parent company /any consolidated entities / invested enterprises) : NA																		

1. Please describe the policy, system, standards and structure in place for paying remuneration to directors and describe the relationship of factors such as the duties and risks undertaken and time invested by the directors to the amount of remuneration paid. :
According to the company Act, Independent Directors and Directors have equal duties, contributions and operation risk. For the purpose of risk control, the company has purchased Directors' and Supervisors' Insurance. However, Independent Directors should be free of financial concern relating to the profits or losses of the company, to ensure impartial corporate governance. The company only paid all Independent Directors a fixed amount remuneration to comply with the company Act.

2. In addition to what is disclosed in the above table, please specify the amount of remuneration received by directors in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant to the parent company / any consolidated entities / invested enterprises) : NA

Note: Dismissed on May 27, 2025.

2.2.2 Remuneration of Supervisors (NA)

2.2.3 Remuneration of President and Vice President

Unit: NT\$ Thousand

Title	Name	Salary(A)		Severance Pay (B)		Bonuses and Allowances (C)		Profit Sharing- Employee Bonus (D)				Total Compensation (A+B+C+D) and Ratio of Compensation to Net Income (%)		Compensation paid to the President and Vice President from an Invested company Other Than the company's Subsidiary
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company consolidated financial statements		The company	Companies in the consolidated financial statements			
								Cash	Stock			Cash	Stock	
President	Po-Chang Lin	27,703	27,703	996	996	10,565	12,555	4,877	-	4,877	-	44,141 14.38%	46,131 15.02%	NA
Business Unit President	Yi-Ching Chang													
Business Unit President	Pei-Chuan Liou													
VP	Feng-Hsiao Yu													
VP	Hon-Chu Lai													
VP	Hsiu-Ying Liu													
VP	Jian-Sheng Gao													
VP	Li-Li Chang													
VP	Zhi-Jian Huang													
VP	Ying-Zheng Guo													
VP (Note 1)	Chih-Hua Tseng													

Note 1: Dismissed on February 17, 2025

Range of Remuneration	Name of President and Vice President	
	The company	Companies in the consolidated financial statements
Under NT\$ 1,000,000	Chih-Hua Tseng	Chih-Hua Tseng
NT\$1,000,001 ~ NT\$2,000,000	-	-
NT\$2,000,001 ~ NT\$3,500,000	Jian-Sheng Gao; Ying-Zheng Guo; Zhi-Jian Huang; Li-Li Chang	Jian-Sheng Gao; Ying-Zheng Guo; Zhi-Jian Huang; Li-Li Chang
NT\$3,500,001 ~ NT\$5,000,000	Hon-Chu Lai; Yi-Shu Lu	Hon-Chu Lai; Yi-Shu Lu
NT\$5,000,001 ~ NT\$10,000,000	Po-Chang Lin; Feng-Hsiao Yu; Pei-Chuan Liou; Yi-Ching Chang	Po-Chang Lin; Feng-Hsiao Yu; Pei-Chuan Liou; Yi-Ching Chang
NT\$10,000,001 ~ NT\$15,000,000	-	-
NT\$15,000,001 ~ NT\$30,000,000	-	-
NT\$30,000,001 ~ NT\$50,000,000	-	-
NT\$50,000,001 ~ NT\$100,000,000	-	-
Over NT\$100,000,000	-	-
Total	11	11

2.2.4 The distribution of employees' compensation of President, Vice President and Assistant Vice President

As of March 10, 2026; Unit: NT\$ Thousand

	Title	Name	Employee Bonus- in Stock (Fair Market Value)	Employee Bonus - in Cash	Total	Ratio of Total Amount to Net Income (%)
Executive Officers	President	Po-Chang Lin				
	Business Unit President	Yi-Ching Chang				
	Business Unit President	Pei-Chuan Liou				
	VP	Feng-Hsiao Yu				
	VP	Hon-Chu Lai				
	VP	Hsiu-Ying Liu				
	VP	Jian-Sheng Gao				
	VP	Li-Li Chang				
	VP	Zhi-Jian Huang				
	VP	Ying-Zheng Guo				
	AVP	Yu-Mei Chao				
	AVP	Chun-Lung Lin				
	AVP	Jheng-Da Lee				
	AVP	Jheng-Syun Lee				
	AVP	Bou-Yang Liou				
	AVP	Jun-Hong FanJiang				
	AVP	Chuan-Jia Zeng				
	AVP	Shih-Hui Pang				
	AVP	Hui-Gin Huang				
	AVP	Fu-Yuan Xu				
	AVP	Yang Chen				
			-	7,382	7,382	2.40%

Note 1: Names and job titles should be disclosed individually, but profit distributions received may be disclosed in aggregate.

Note 2: Fill in the amount of employee profit-sharing compensation (including stocks and cash) received by the managerial officers as approved or expected to be approved by the board of directors for the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. If the company has already adopted the IFRS, net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 3: The applicable scope of "managerial officers" is defined under the 27 March 2003 FSC Order No. Tai-Cai-Zheng-III-0920001301 as persons in the following positions:

- (1) General manager(s) and equivalent level positions
- (2) Assistant general manager(s) and equivalent level positions
- (3) Deputy assistant general manager(s) and equivalent level positions
- (4) Chief officer of the finance division
- (5) Chief officer of the accounting division
- (6) Other persons who have the power to manage affairs and sign for the company

2.2.5 If any of the following applies to the company, it shall disclose the individual remuneration paid to each of its top five management personnel

1. A company that has posted after-tax deficits in the parent company only financial reports or individual financial reports within the three most recent fiscal years shall disclose the remuneration paid to individual directors and supervisors. This requirement, however, shall not apply if the company has posted net income after tax in the parent company only financial report or individual financial report for the most recent fiscal year and such net income after tax is sufficient to offset the accumulated deficits. (NA)
2. A company listed on the Taiwan Stock Exchange (TWSE) or the Taipei Exchange (TPEX) is ranked in the lowest tier in the corporate governance evaluation for the most recent fiscal year, or in the most recent fiscal year or up to the date of publication of the annual report for that year, the company's securities have been placed under an altered trading method, suspended from trading, delisted from the TWSE or the TPEX, or the Corporate Governance Evaluation Committee has resolved that the company shall be excluded from evaluation. (NA)

2.2.6 Compare and state the ratio of total remuneration paid to the company's Directors, Supervisors, President, and V.P. by the company and the companies in the consolidated financial statements to net income in the last two years; also, describe the policy, standard, and combination of remuneration paid; moreover, the procedure of defining remuneration and its relation to business performance and future risks

1. Analyze the ratio of the total remuneration paid to the company's directors, supervisors, presidents and vice presidents in the last two years to net income after tax

Item	the company		the companies in the consolidated financial statements	
	2025	2024	2025	2024
the ratio of total remuneration paid to the company's Directors, Supervisors, President, and V.P. by the company and the companies in the consolidated financial statements to net income	21.93%	33.23%	23.57%	34.36%
The total remuneration ratio of 2025 decrease from 2024 primarily as a result of the increased in net income after tax of 2025.				

2. Remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure

(1) Remuneration of the directors

The independent directors receive fixed monthly remuneration and do not participate in the distribution of director remuneration; in addition, according to the resolution of the Board of Directors, independent directors receive the travel allowances for each meeting of the Board of Directors, and no other variable remuneration is paid.

The remuneration of the remaining directors, in addition to receiving the travel allowances for each meeting of the Board of Directors, shall be determined by the Board of Directors in accordance with Article 22 of the Articles of Association: The Board of Directors is authorized to determine the remuneration of the directors based on their levels of participation in the company's operations and the value of their contributions. In addition, in accordance with Article 28 of the Articles of Association: the distribution of the director's remuneration shall not exceed 3% of the company's annual profit with consideration in the company's operating performance, financial position and director's responsibilities, and their contribution to the operating performance and profit, and it is submitted to the Board of Directors for resolution after reviewed by the Remuneration Committee.

(2) Remuneration of the executive officers

The remuneration of executive officers is divided into fixed salary and variable salary. The fixed salary is handled in accordance with the "Remuneration and Benefit Management Regulations" and is determined based on the job description and professional proficiency of the position; the variable salary includes bonuses and employee remuneration.

The bonus is based on the company's profit, and the achievement of the executive officers' KPI (revenue achievement rate, profit achievement rate, budget control, leadership ability, employee training, etc.), and it is calculated according to the performance evaluation results; employee remuneration is in accordance with Article 28 of the Articles of Association: no less than 3% of the company's annual profit shall be distributed for employee remuneration based on the of performance evaluation results where the limit of employee remuneration is determined by the Board of Directors and submitted to the Board of Directors for resolution after reviewed by the Remuneration Committee.

2.3 The state of the company's Implementation of Corporate Governance

2.3.1 The operations of the board of directors

1. The state of operations of the Board of Directors

The recent (2025) total of 8 (A) meetings of the Board of Directors were held in the previous period. The attendance of director and supervisor were as follows.

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate [B / A]	Remarks
Chairman	Wen-Ho Tsai	8	-	100	
Director	Senao International Co., Ltd. Representative : Chung-Yung Chia	8	-	100	
Director	Senao International Co., Ltd. Representative : Tian-Tsai Su	8	-	100	
Director	Pao-Yun Lin	8	-	100	
Independent director	Kuang-Hsun Shih	8	-	100	
Independent director	Yen-Wei Cheng	4	-	100	Appointed on May 27, 2025
Independent director	Jhih-Ling Hsieh	4	-	100	Appointed on May 27, 2025
Independent director	Yi-Min Chang	3	1	75	Dismissed on May 27, 2025
Independent director	Huei-You Chen	4	-	100	Dismissed on May 27, 2025

Other mentionable items:

1.If there are circumstances referred to in Article 14-3 of the Securities and Exchange Act and resolutions of the directors' meetings objected to by independent directors or subject to qualified opinion and recorded or declared in writing, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the company's response should be specified:

(1) The circumstances referred to in Article 14-3 of the Securities and Exchange Act.

Date of Meeting/Term of Board of Directors	Contents of Motion	Independent Director's Opinion	The company's Response to Independent Director's Opinion
19 th meeting, 7 th term, Jan. 15, 2025	1. Proposal for 2024 annual compensation for Director and bonus distribution for managerial officers of the company.	None	None

Date of Meeting/Term of Board of Directors	Contents of Motion	Independent Director's Opinion	The company's Response to Independent Director's Opinion
20 th meeting, 7 th term, Feb. 25, 2025	1. Amend the Procedures for Acquisition or Disposal of Assets. 2. Approved the endorsement for the subsidiaries. 3. Approved the adjustments to Directors' Compensation and Managers' Salaries.	None	None
3 th meeting, 8 th term, Aug. 3, 2025	1. Approved 2025 professional fees of CPAs.	None	None
4 th meeting, 8 th term, Nov. 4, 2025	1. Amend the Internal Control Systems	None	None

(2) In addition to said circumstances, any other resolutions of the directors' meetings objected to by independent directors or subject to qualified opinion and recorded or declared in writing. (NA)

2. If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and the voting status.

Directors' names	Contents of Motion	Causes for Avoidance	Voting Status
Wen-Ho Tsai	Proposal for 2024 annual compensation for Director and bonus distribution for managerial officers of the company.	The recused directors were beneficiaries of the bonus allocation	Excluded from the deliberation during the discussion and voting
Wen-Ho Tsai	Adjustments to Directors' Compensation and Managers' Salaries.	The recused directors were beneficiaries of the bonus allocation	Excluded from the deliberation during the discussion and voting

3. The evaluation cycle and period, scope of evaluation, evaluation method, and evaluation items of the self (or peer) evaluations conducted by the Board of Directors: The table as below.

4. Measures taken to strengthen the functionality of the board: The Board of Directors has established an Audit Committee and a Remuneration Committee to assist the board in carrying out its various duties.

(1) In 2025, all directors have enrolled in professional courses of 6 hours (or more) in accordance with regulations to optimize the management functions of the Board of Directors.

(2) In 2025, more than half of the directors attended the regular shareholders' meeting and improved the company's information transparency.

2. The state of evaluation of the Board of Directors

Evaluation Tern	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Once a year	2025.1.1~ 2025.12.31	1. The Board 2. The Directors 3. The Remuneration Committee and Audit Committee	Self-assessment	1. The Board Participation in company operations, improving the quality of decisions made by the Board, composition and structure of the Board, appointment and continuing education of directors and internal control. 2. The Directors Knowledge of corporate goals and missions, knowledge of directors' responsibilities, participation in company operations, internal relationship management and communication, expertise and continuing education of directors and internal control. 3. The Remuneration Committee and Audit Committee Participation in company operations, knowledge of the functional committees' responsibilities, improving the quality of decisions made by functional committees, composition of functional committees and appointment of committee members and internal control.

2.3.2 The state of operations of the Audit Committee or the state of participation in Board meetings by the Supervisors

1. The state of operations of the Audit Committee

The recent (2025) total of 5 (A) meetings of the Audit Committee were held in the previous period. The attendance of Independent directors were as follows.

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate [B / A]	Remarks
Independent director	Kuang-Hsun Shih	5	-	100%	
Independent director	Yen-Wei Cheng	2	-	100%	Appointed on May 27, 2025
Independent director	Jhih-Ling Hsieh	2	-	100%	Appointed on May 27, 2025
Independent director	Yi-Min Chang	3	-	100%	Dismissed on May 27, 2025
Independent director	Huei-You Chen	3	-	100%	Dismissed on May 27, 2025

Other mentionable items:

1. If there are circumstances referred to in Article 14-5 of the Securities and Exchange Act and resolutions of the Audit Committee's meetings objected to by independent directors or subject to qualified opinion and recorded or declared in writing, the dates of the meetings, sessions, contents of motion, independent director's opinions and the company's response should be specified.

(1) The circumstances referred to in Article 14-5 of the Securities and Exchange Act.

Date of Meeting/Term of Audit Committee	Contents of Motion	Dissenting opinions, reservations or major recommendations of independent directors	Resolution	The company's Response to Audit Committee's Opinion
15 th meeting, 1 st term, Feb. 25, 2025	1. Approved the financial statements of 2024. 2. Approved to amend the Procedures for Acquisition or Disposal of Assets. 3. Approved the endorsement for the subsidiaries.	None	Approved	None

Date of Meeting/Term of Audit Committee	Contents of Motion	Dissenting opinions, reservations or major recommendations of independent directors	Resolution	The company's Response to Audit Committee's Opinion
	4. Cancellation the endorsement for the subsidiaries. 5. Approved the company's "Statement of Declaration for Internal Control System" of 2024. 6. Approved the subsidiary purchase of machinery and equipment.			
16 th meeting, 1 th term, April 8, 2025	1. Approved the allocation of earnings of 2024. 2. Approved the 2025 business report.	None	Approved	None
17 th meeting, 1 th term, May 6, 2025	1. Approved 2025 Q1 financial report.	None	Approved	None
18 th meeting, 1 th term, August 5, 2025	1. Approved 2025 Q2 financial report. 2. Approved 2025 professional fees of CPAs. 3. Approved the issuance of the 2024 Sustainability Report	None	Approved	None
19 th meeting, 1 th term, Nov. 4, 2025	1. Approved 2025 Q3 financial report. 2. Amend the Internal Control Systems.	None	Approved	None

(2) In addition to said circumstances, any other matters that were not approved by the Audit Committee but were approved by more than two thirds of all directors. (NA)

2. 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. (NA)

3. The communications between the independent directors, and the independent auditors: (that shall include material matters,

methods and results regarding the company's financial status or business development).

Date	Participants	CPA :	Communication matters	Methods	Results
Feb. 25, 2025	Independent director : Kuang-Hsun Shih Yi-Min Chang Huei-You Chen CPA : Pei- Juan Huang	1. Communication on the review results of the 2024 Q4 financial report 2. Communication on Governance matters		Forum	No opinion
November 4, 2025	Independent director : Kuang-Hsun Shih Yen-Wei Cheng Jhih-Ling Hsieh Audit Supervisor : Li-Hua Lin CPA : Pei- Juan Huang	CPA : 1. Communication on the review results of the 2025 Q3 financial report 2. 2025 annual financial report review plan Audit Supervisor : 1. Implementation progress of the 2025 annual audit plan 2. Audit results and review of internal control deficiencies 3. Explanation of 2026 annual audit plan 4. Other matters		Forum	No opinion

2. The state of participation in Board meetings by the Supervisors (NA)

2.3.3 The state of the company's implementation of corporate governance, any deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such deviation

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
1. 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 established the corporate governance principles and disclosed the same on the MOPS and the company's website.	No material deviations.
2. Shareholding structure & shareholders' rights (1) Does the company establish an internal operating procedure to deal with shareholders' suggestions, doubts, disputes and litigations, and implement based on the procedure?		✓	(1) The company has set up the spokesperson, the deputy spokesperson, the legal personnel and the stock affair personnel responsible for dealing with the issues such as the shareholders' suggestions and disputes. The general stock affairs are handled by the stock affair personnel. The issues related to the corporate operation are handled by the spokesperson.	No material deviations.
(2) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	✓		(2) The company has prepared the roster of shareholders to control the name list of major shareholders holding the company from time to time.	No material deviations.
(3) Does the company establish and execute	✓		(3) The company has established the	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
the risk management and firewall system within its conglomerate structure?			<u>internal operating procedure for dealing with transactions between the Company and group companies and stakeholders</u> , and the responsibilities about management of personnel and property are defined expressly.	
(4) Does the company establish internal rules against insiders trading with undisclosed information?	✓		(4) The company has established the internal operating procedure for prevention of insider trading to prohibit the company's internal staff from trading securities based on the information undisclosed on the market.	No material deviations.
3. Composition and Responsibilities of the Board of Directors				
(1) Does the Board formulate a diversity policy, specific management objectives and implemented them?	✓		(1) The company has formulated a Board diversity policy and specific management objectives and has implemented them. For details, please refer on page 10 herein.	No material deviations.
(2) Does the company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	✓		(2) In order to implement the company's sustainable development goals and strengthen sustainable governance, the company has set up a sustainable development committee, which is composed of 3 independent directors and 2 managers of the company.	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the company establish a methodology for evaluating the performance of its Board of Directors on an annual basis and reported the performance evaluation results to the Board as reference for remuneration paid to directors and their nomination for succession?	✓		(3) The company has established the “Board Performance Evaluation Regulations”, so as to conduct self-evaluation periodically after the end of the year. The evaluation results will be reported and will serve as reference to the Board when evaluating the remuneration of directors and proposing the nomination for reelection.	No material deviations.
(4) Does the company regularly evaluate the independence of CPAs?	✓		(4) The company evaluates the independence and suitability of the CPA at least once a year. In addition to requiring CPA to provide "CPA's Independence Declaration" and "Audit Quality Indicators (AQIs)", it evaluates according to 13 AQI indicators. (see following table)	No material deviations.

5 Dimensions	13 AQI Indicators
Profession	● Audit Experience
	● Training Hours
	● Attrition Rate
	● Professional Support
Quality Control	● Workload
	● Involvement
	● EQCR

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons								
	Yes	No	Abstract Illustration									
			<table><tr><td></td><td> ●Quality Supporting Capacity </td></tr><tr><td>Independence</td><td> ●Non Audit Service (NAS) Fees ●Familiarity </td></tr><tr><td>Monitoring</td><td> ●External Inspection Results & Enforcement ●Improvements to the deficiencies Issued by Authority </td></tr><tr><td>Innovation</td><td> ●Innovative Planning and Execution </td></tr></table> It is confirmed that the CPA has no other financial interests or business relationship with the company except for the financial certification and taxation businesses, and its family members do not violate the independence requirements. With reference to the AQI, it is confirmed that the CPA and the company are superior to the industry average in terms of audit experience and external inspection results & enforcement. In addition, digital audit tools have been introduced in the last three years to		●Quality Supporting Capacity	Independence	●Non Audit Service (NAS) Fees ●Familiarity	Monitoring	●External Inspection Results & Enforcement ●Improvements to the deficiencies Issued by Authority	Innovation	●Innovative Planning and Execution	
	●Quality Supporting Capacity											
Independence	●Non Audit Service (NAS) Fees ●Familiarity											
Monitoring	●External Inspection Results & Enforcement ●Improvements to the deficiencies Issued by Authority											
Innovation	●Innovative Planning and Execution											

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			improve audit quality. The evaluation results of the latest year have been reported to the Audit Committee and the Board of Directors on March 10, 2026 and the CPA independence and suitability evaluation is approved	
4. 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 meetings of the board of directors and the shareholders' meetings, filing company registration and changes to company registration, and producing minutes of board meetings and shareholders' meetings)?	✓		The company passed the resolution during the board meeting held November 1, 2018 to appoint VP Feng-Hsiao Yu of Business Management Department as the corporate governance personnel responsible for guaranteeing the rights and interests of shareholders and strengthening the functions of the Board. VP Feng-Hsiao Yu has more than three years of management experience in financial affairs, stock affairs or meeting affairs, who is quite familiar with related affairs. The responsibilities of the corporate governance personnel include providing the directors and supervisors with the data required to perform the business, assisting the directors and supervisors in law compliance, and handling matters related to the board meetings. Details are as follows: (1) Assist all directors in performing their duties and providing the required data. (2) Assist in the operation of procedural	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			rules for the board meeting and the shareholder's meeting. (3) Confirm whether the company holds the shareholder's meeting and director meeting under the relevant laws and Corporate Governance Code. (4) Check the release of major information on important resolutions after the board meeting, and guarantee the law compliance and correctness of the key information, so as to ensure the equivalence of investor's transaction information. (5) Maintain investor relations and communicate with institutional investors or general shareholders upon demands, so as to ensure the shareholders' benefits. (6) Prepare the agenda of the board meeting, notify the directors 7 days earlier, convene the meeting and provide the meeting data. If the interests avoidance is required for the discussion issues, it should remind in advance and complete the board meeting minutes within 20 days after the meeting.	
5. Does the company establish a communication channel and build a designated section on its	✓		The company has set up the stakeholder section on its website. The stakeholders	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?			may communicate with the company via the departments trading with them and, therefore, all issues concerned by them may be responded effectively. Such communication channel operates successfully.	
6. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The company has appointed Fubon Securities as the Company's shareholder service agency to deal with shareholder affairs.	No deviations.
7. Information Disclosure (1) Does the company have a corporate website to disclose both financial standings and the status of corporate governance? (2) 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)?	✓ ✓		(1) The company has set up a Chinese website (www.senaonetworks.com) to disclose the company's financial, business and corporate governance information. (2) The company has set up an English website (www.senaonetworks.com/en/) and also the spokesperson and deputy spokesperson system and has appointed dedicated personnel from the Business Management Department to collect and disclose the company's information provided to the spokesperson and related personnel to reply the inquiries made by stakeholders and the competent authority.	No material deviations. No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the company announce and file its annual financial reports within 2 months from the end of the fiscal year? Did the company announce and file the financial reports for Q1, Q2 and Q3, as well as the operating status for each month before the due date?	✓		(3) The 2025 annual financial report was announced on March 10, 2026. The financial reports for Q1, Q2 and Q3 of 2025 were announced on May 6, August 5, and November 4, respectively. Moreover, the monthly operating report was announced before the 10th day of the following month.	No material deviations.
8. 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)?	✓		(1) Employee rights and employee wellness: The company spares no effort to take care of employees. For the relevant policies, please see the relationship between employer and labors stated on page 100 herein. (2) Investor relations, supplier relations, rights of stakeholders: The company upholds the corporate governance spirit and maintains successful communications and fair relationship. (3) Continuing education and liability insurance for directors and supervisors: The company’s directors and supervisors perform their duty professionally and attend various seminars and read professional books from time to time. Notwithstanding, for the sake of risk control, the company	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			has purchased liability insurance for directors and supervisors. (4) For risk management policies and risk evaluation measures: Please see the risk analysis and evaluation stated on page 112 herein. (5) Customer relations policies: The company upholds the management philosophy, “Customer satisfaction, Quality, Innovation and Team service”, and applies the same to each customer. (6) Intellectual property management plan and execution: To effectively align with its operational goals, the company continuously implements its intellectual property management plan and reports its progress to the Board of Directors on an annual basis. The implementation status across four key areas in 2025 was presented to the Board on November 4, 2025. 1. Patent rights: Review meetings, maintenance review, and awareness promotion. 2. Trademarks: Global portfolio development, maintenance review. 3. Copyright management: Software,	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			ownership, and branding. 4. Trade secret: Access management, information security management, confidentiality awareness promotion.	
9. 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. Priority issues and measures for improvement this year: (1) Arrange for the convener of the audit committee to attend the shareholders' meeting in person.				

2.3.4 Composition and Operations of the Remuneration Committee

1. Professional Qualifications and Independence Analysis of Remuneration Committee Members

Criteria		As of March 10, 2026	
Title	Name	Professional Qualification and Work Experiences	Criteria for Independence
Independent Director (Chairman)	Kuang Hsun Shih	Professional Qualification: More than five years of working experience of an instructor or higher position in a department of commerce, law, finance, accounting, or other academic department related to the business needs of the company in a public or private junior college, college or university. Work Experiences: Please refer to Director information on page 5 herein.	The person, spouse, relatives within the second degree of relatives do not have the following circumstances: I. Serving as a Director or Supervisor of the company or any of its affiliates. II. Holding the company shares. III. Serving as a Director, Supervisor or employee of a company that has a specific relationship with the company. IV. Providing commerce, law, finance, accounting and other services for the company or its affiliates in the past 2 years.
Independent Director	Yen-Wei Cheng	Professional Qualification: More than five years of working experience in the areas of commerce, law, finance, or accounting, or otherwise necessary for the business of the company. Work Experiences: Please refer to Director information on page 5 herein.	The person, spouse, relatives within the second degree of relatives do not have the following circumstances: I. Serving as a Director or Supervisor of the company or any of its affiliates. II. Holding the company shares. III. Serving as a Director, Supervisor or employee of a company that has a specific relationship with the company. IV. Providing commerce, law, finance, accounting and other services for the company or its affiliates in the past 2 years.
Independent Director	Jih-Ling Hsieh	Professional Qualification: More than five years of working experience in the areas of commerce, law, finance, or accounting, or otherwise necessary for the business of the company. Work Experiences: Please refer to Director information on page 5 herein.	The person, spouse, relatives within the second degree of relatives do not have the following circumstances: I. Serving as a Director or Supervisor of the company or any of its affiliates. II. Holding the Company shares. III. Serving as a Director, Supervisor or employee of a company that has a specific relationship with the company. IV. Providing commerce, law, finance, accounting and other services for the company or its affiliates in the past 2 years.
			Number of Other Public Companies in Which the Individual is Concurrently Serving as an Remuneration Committee Member
			1
			1
			0

2. The duty of Remuneration Committee Members

The Remuneration Committee assists the Board in discharging its responsibilities relating to the company's compensation and benefits policies, plans and programs, and the evaluation of the directors' and executives' compensation.

3. The Operation of Remuneration Committee Members

- (1) The number of Remuneration Committee Members : 3 Members
- (2) The term of Remuneration Committee Members : 2025.5.27~2028.5.26
- (3) Total of 4 (A) meetings of the Remuneration Committee were held in 2025. The attendance of Members were as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate[B / A]	Remarks
Chairman	Kuang-Hsun Shih	4	-	100%	
member	Yen-Wei Cheng	1	-	100%	Appointed on May 27, 2025
member	Jhih-Ling Hsieh	1	-	100%	Appointed on May 27, 2025
member	Yi-Min Chang	3	-	100%	Dismissed on May 27, 2025
member	Huei-You Chen	3	-	100%	Dismissed on May 27, 2025

Other mentionable items:

- (1) If the Board did not adopt or amend the recommendations of the Remuneration Committee, the date of the board meeting, term, proposal content, result of board resolution, and how the company handled the proposal (if the remuneration approved by the board is higher than the proposal of the Remuneration Committee, the difference and reason should be specified.) should be specified. (NA)
- (2) If members of the Remuneration Committee expressed opposition or qualified opinions that were recorded or declared in writing, the date of the remuneration committee meeting, term, proposal content, opinions of all members and the company's handling of those opinions should be specified. (NA)

2.3.5 Composition and Operations of the Nomination Committee (NA)

2.3.6 The state of the company's promotion of sustainable development, any deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such deviation

Promoted Item	Implementation Status		Deviations from "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	
1. Does the company develop guidelines for sustainability and establish a sustainability unit which is delegated to management by the Board of Directors and subject to supervision by the board ? (Listed companies should report the implementation status, not compliance or interpretation)	✓		1. Under the company's corporate governance structure, the Board of Directors shall act as the supreme body dedicated to promoting and supervising the corporate governance. The President shall be ordered to establish the CSR Committee and act as the Committee chairman. To further strengthen the company's management system, implement environmental protection and corporate social responsibility, and to establish functional committees under the Board of Directors in line with international trends, this functional committee has been named the Sustainability Development Committee. 2. The Committee governs 4 major sub-committees dedicated to the corporate governance committee, the staff care and social participation committee, the environmental protection and energy conservation committee & the external communications committee. Each committee is chaired by a manager responsible for the relevant business department. Regular meetings are held quarterly, where self-assessments are conducted to review the implementation and effectiveness of the plans, with annual reports provided to the Board of Directors. 3. The Sustainable Development Committee reports to the Board of Directors on the implementation progress and performance each year. In addition to reviewing its implementation, the Board of

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons				
	Abstract Illustration							
	Yes	No						
			Directors also oversees the formulation of overall management policies, strategies, and objectives.					
2. Does the company conduct risk evaluation for environmental, social and corporate governance issues related to company operations based on the materiality principle, and formulated related risk management policies or strategies? (Note 1) (Listed companies should report the implementation status, not compliance or interpretation)	✓		1. The company follows the principle of materiality to conduct risk assessments related to environmental, social, and corporate governance issues regarding operations with attention paid to the company assessment. Due to the smaller scale of affiliated enterprises, their overall impact on operations is limited. Thus, aside from considering their financial information, other sustainability performance metrics are not included in the assessment. 2. The company conducts risk assessments based on the principle of materiality, focusing on the "impact on the environment, economy, and corporate governance" and "negative effects on the company's operations." Seven significant themes have been identified and incorporated into the management policies and strategies, along with plans aimed at optimizing operations. For more information, please refer to the company's sustainability report and official website. The key points include: <table><tr><th>Major Themes</th><th>Explanations</th></tr><tr><td>Emissions</td><td>The company is dedicated to lowering carbon emissions and energy usage, vigorously advancing energy efficiency and carbon reduction projects, and continuously improving the performance of high energy-consuming equipment. The company</td></tr></table>	Major Themes	Explanations	Emissions	The company is dedicated to lowering carbon emissions and energy usage, vigorously advancing energy efficiency and carbon reduction projects, and continuously improving the performance of high energy-consuming equipment. The company	No material deviations.
Major Themes	Explanations							
Emissions	The company is dedicated to lowering carbon emissions and energy usage, vigorously advancing energy efficiency and carbon reduction projects, and continuously improving the performance of high energy-consuming equipment. The company							

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons								
			Abstract Illustration									
	Yes	No										
			<table><tr><th>Major Themes</th><th>Explanations</th></tr><tr><td></td><td>has established an emissions data management system to formulate its carbon strategy, improve resource efficiency, and reduce operating costs and environmental impact at the same time.</td></tr><tr><td>Waste</td><td>The company has implemented waste sorting and recycling programs, optimized processes to ensure waste reduction at the source, and adopted the most eco-friendly disposal methods. The company explores innovative approaches in waste reduction, reuse, and recycling, with the aim of continuously lowering the ratio of hazardous waste.</td></tr><tr><td>Employers-employee relations</td><td>The company maintains comprehensive employment policies, ensuring a stable workplace and fair compensation system in accordance with regulatory requirements. By holding regular employee meetings and establishing feedback channels, the company gathers employee insights to improve satisfaction and strengthen organizational commitment.</td></tr></table>	Major Themes	Explanations		has established an emissions data management system to formulate its carbon strategy, improve resource efficiency, and reduce operating costs and environmental impact at the same time.	Waste	The company has implemented waste sorting and recycling programs, optimized processes to ensure waste reduction at the source, and adopted the most eco-friendly disposal methods. The company explores innovative approaches in waste reduction, reuse, and recycling, with the aim of continuously lowering the ratio of hazardous waste.	Employers-employee relations	The company maintains comprehensive employment policies, ensuring a stable workplace and fair compensation system in accordance with regulatory requirements. By holding regular employee meetings and establishing feedback channels, the company gathers employee insights to improve satisfaction and strengthen organizational commitment.	
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Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons						
	Yes	No	Abstract Illustration							
			<table><tr><th>Major Themes</th><th>Explanations</th></tr><tr><td>Occupational Safety and Health</td><td>The company implemented and achieved certification for the ISO 45001 Occupational Safety and Health Management System and the ISO 14001 Environmental Management System, utilizing the PDCA cycle for continuous improvement to ensure workplace safety and employee health. The company has formulated a well-defined “Environmental, Health, and Safety (EHS) Policy” and continues to provide ongoing awareness training and education to all personnel.</td></tr><tr><td>Training and Education</td><td>The company values talent development and encourages employees to pursue continuous education and personal growth through its Annual Training Program and competency-learning blueprint. Regular training assessments and RBA (Responsible Business Alliance) certification are conducted to ensure the effectiveness of training, enhance innovation and competitiveness, and promote mutual growth between employees and the company.</td></tr></table>	Major Themes	Explanations	Occupational Safety and Health	The company implemented and achieved certification for the ISO 45001 Occupational Safety and Health Management System and the ISO 14001 Environmental Management System, utilizing the PDCA cycle for continuous improvement to ensure workplace safety and employee health. The company has formulated a well-defined “Environmental, Health, and Safety (EHS) Policy” and continues to provide ongoing awareness training and education to all personnel.	Training and Education	The company values talent development and encourages employees to pursue continuous education and personal growth through its Annual Training Program and competency-learning blueprint. Regular training assessments and RBA (Responsible Business Alliance) certification are conducted to ensure the effectiveness of training, enhance innovation and competitiveness, and promote mutual growth between employees and the company.	
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Training and Education	The company values talent development and encourages employees to pursue continuous education and personal growth through its Annual Training Program and competency-learning blueprint. Regular training assessments and RBA (Responsible Business Alliance) certification are conducted to ensure the effectiveness of training, enhance innovation and competitiveness, and promote mutual growth between employees and the company.									

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons				
	Abstract Illustration							
	Yes	No						
			<table><tr><th>Major Themes</th><th>Explanations</th></tr><tr><td>Economic performance</td><td>The company focuses on optimizing resource deployment, enhancing R&D strength, and strategically expanding its global presence to bolster financial resilience and profitability. In addition to its core business strategies, the company also addresses climate-related financial risks by performing regular risk assessments and scenario simulations, strengthening its resilience and adaptive capacity, and incorporating carbon risk management into its operational framework.</td></tr><tr><td>Procurement practices</td><td>The company prioritizes the procurement of local products and services to support the local economy and reduce transportation emissions. Through rigorous supplier assessments and regular reviews, as well as providing guidance and training, the company promotes sustainable development within the supply chain to ensure environmental and social welfare for overall operations.</td></tr></table>		Major Themes	Explanations	Economic performance	The company focuses on optimizing resource deployment, enhancing R&D strength, and strategically expanding its global presence to bolster financial resilience and profitability. In addition to its core business strategies, the company also addresses climate-related financial risks by performing regular risk assessments and scenario simulations, strengthening its resilience and adaptive capacity, and incorporating carbon risk management into its operational framework.
Major Themes	Explanations							
Economic performance	The company focuses on optimizing resource deployment, enhancing R&D strength, and strategically expanding its global presence to bolster financial resilience and profitability. In addition to its core business strategies, the company also addresses climate-related financial risks by performing regular risk assessments and scenario simulations, strengthening its resilience and adaptive capacity, and incorporating carbon risk management into its operational framework.							
Procurement practices	The company prioritizes the procurement of local products and services to support the local economy and reduce transportation emissions. Through rigorous supplier assessments and regular reviews, as well as providing guidance and training, the company promotes sustainable development within the supply chain to ensure environmental and social welfare for overall operations.							

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons
			Abstract Illustration	
	Yes	No		
3. Environmental issues (1) Does the company establish proper environmental management systems based on the characteristics of their industries?	✓		1. Regarding environmental management, the company has implemented ISO 14001 to ensure systematic operations and drive continuous improvement via the PDCA cycle. The company’s environmental policy covers environmental regulatory compliance, risk control, ongoing improvement, company-wide engagement, circular resource utilization and sustainability, along with energy conservation and emissions reduction. 2. The company’s environmental management system encompasses mainly the following dimensions: Energy and resource conservation: Improve production processes and process parameters to increase equipment efficiency, and deploy energy-efficient equipment to lower total energy consumption. Furthermore, implement material reduction measures in packaging, promote reuse and waste sorting for recycling, and introduce water-saving solutions. Waste management: The company complies with the Basel Convention and applicable environmental protection regulations, rigorously managing the classification, flow, and disposal of waste generated from operations. With a focus on “source reduction, classification control, and resource reutilization,” eco-friendly methods such as reduction and recycling are prioritized. Chemical management: Evaluate potential chemical exposure and apply graded control measures based on risk levels. Pollution prevention and control: The company conducts regular sampling and testing in accordance with the “Regulations for Wastewater Discharge into Sewerage Systems and Management”	No deviations.

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			to ensure effluents meet sewage treatment plant requirements. 3. The company's environmental management achievements are outlined below: Energy and resource conservation: In 2025, the company achieved an average 1.10% electricity reduction rate at its facilities, successfully meeting its internal reduction target. Water resources: Reused recycled water accounted for approximately 5.6% of total water consumption. Waste management: The company continuously promotes waste reduction and recycling. In 2025, total recycled waste reached 1,725.86 metric tons, with a recycling rate of 84.7%. Chemical management: All chemicals have undergone complete risk assessments to ensure the prevention of potential occupational health impacts. Pollution prevention: In 2025, only domestic sewage was generated with no industrial wastewater, and all discharges met sewage treatment plant standards. 4. All company facilities have established environmental management systems in accordance with ISO 14001 and are continually verified by third-party organizations. We have obtained certification from TUV NORD Taiwan (TUV NORD Taiwan Co., Ltd.) in 2025, with a validity period spanning from May 3, 2025, to May 2, 2028.	
(2) Does the company endeavor to utilize all resources more efficiently and use renewable	✓		1. The company has formulated and implemented an energy management program that evaluates energy usage and implements initiatives to reduce consumption and improve efficiency. To support its net-zero emissions ambition, the company has set an annual	No deviations.

Promoted Item	Implementation Status		Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons		
	Yes	No			
	Abstract Illustration				
materials which have low impact on the environment?			average electricity reduction target of at least 1%. Through improved energy efficiency of equipment, the company achieved an average electricity saving rate of 1.10% in 2025. Actions include: Automated lighting control systems with scheduled operation, centralized equipment monitoring, routine machinery maintenance, replacement of lighting with energy-saving alternatives, server virtualization, online conferencing, and lean production for process optimization.		
			2. The company’s energy consumption is summarized below, with purchased electricity and gasoline as the primary energy sources. Electricity is mainly supplied by Taiwan Power Company, while gasoline is used for business vehicles. The statistics cover the headquarters (Hwa-Ya Plants I and II) and the Nangang office.		
		Category	Energy Name	2024	2025
	Hua Ya Plants 1	Indirect energy	Electricity	21,464.8	29,283.8
		Direct energy	Gasoline	303.8	388.4
			Diesel	72.9	27.1
	Hua Ya Plants 2	Renewable energy		0	0
		Indirect energy	Electricity	22,325	28,800.7
		Direct energy	Gasoline	0	0
	Nangang	Renewable energy	Diesel	0	16.2
				0	0
		Indirect energy	Electricity	3,445.4	3,361.8
	Total consumption	Renewable energy		0	0
				47611.9	61878.0
	Percentage of renewable energy			0%	0%
		3. To mitigate the impacts of climate change caused by the greenhouse			

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			effect, the company incorporates energy-saving features during the initial product design phase by selecting low-energy-consuming components. Additionally, energy-saving measures and equipment performance enhancements are promoted across all facilities to reduce carbon emissions throughout the entire product lifecycle, improve energy and resource utilization efficiency, and decrease pollutant emissions. The company has set an energy-saving target of averaging over 1% per year. 4. Regarding product packaging design, the company prioritizes customer safety while emphasizing the packaging material reduction, recycling, and regenerative design concepts. Efforts are made to reduce packaging volume to lessen the resources required for transportation (green logistics), with a commitment to producing environmentally friendly products that comply with various environmental regulations. The company aims to achieve a win-win situation with customers and the environment through promoting packaging reduction. According to the statistics on packaging material weight, recyclable materials account for approximately 99% of the total.	
(3) Does the company evaluate current and future potential risks and opportunities brought by climate change, and take action to respond to climate-related issues?	✓		1. The Sustainable Development Committee serves as the company's highest governance body for climate change response. It conducts annual reviews of climate strategies and objectives, oversees the management of climate-related risks and opportunities, and aligns with global and national goals to achieve net-zero emissions by 2050. The Committee defines short-, medium-, and long-term carbon reduction strategies while implementing energy and resource reduction measures to mitigate	No deviations.

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Abstract Illustration			
	Yes	No		
			carbon emissions. 2. Following the TCFD framework, the Sustainability Development Committee identifies and evaluates climate-related risks and opportunities, and defines greenhouse gas (GHG) reduction targets. The Committee implements multiple carbon management initiatives, such as organizational GHG inventories, circular economy development, process enhancement, and energy transition, to achieve the net-zero emissions goal. Regarding the introduction and global trend of IFRS S2 “Climate-related Disclosures,” the company has been closely following relevant regulatory developments and, in accordance with the implementation timeline set by Taiwan’s Financial Supervisory Commission (FSC), has been preparing and executing sustainability disclosure requirements. 3. To strengthen its adaptability to climate change, the company continuously assesses various potential impacts and financial implications, implementing measures to enhance environmental performance and effectively manage carbon risks. The company will collaborate with upstream suppliers to establish a comprehensive green supply chain, contributing to efforts to mitigate the effects of climate change.	
(4) Does the company calculate greenhouse gas (GHG) emissions, water consumption and total weight of waste for the past two	✓		1. Taking 2025 as the baseline year, the company has established carbon reduction targets of a 10% decrease in emission intensity by 2030, a 50% reduction by 2040, and net-zero emissions by 2050. Since 2016, the company has voluntarily conducted annual assessments under the ISO 14064-1 Greenhouse Gas	No deviations.

Promoted Item	Implementation Status		Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons												
	Yes	No													
years, and formulate strategies for energy conservation, carbon reduction, GHG emission reduction, water conservation and management of other waste?			Abstract Illustration Management System and obtained external verification statements. Starting in 2024, the Nangang office and the newly completed Hwa-Ya Plant II will also be included in the assessment scope, demonstrating its commitment to responsibility. Greenhouse gas emissions in the past two years: Unit : Tons CO2e <table border="1"> <thead> <tr> <th>Year</th><th>Category 1</th><th>Category 2</th><th>Total</th></tr> </thead> <tbody> <tr> <td>2024</td><td>360.1</td><td>6,120.8</td><td>6,480.9</td></tr> <tr> <td>2025</td><td>393.4</td><td>7,259.2</td><td>7,652.6</td></tr> </tbody> </table> The primary source of the company's greenhouse gas emissions is purchased electricity. Related carbon reduction and energy-saving targets have been incorporated into the company's operational policies and strategic objectives, with the Sustainability Development Committee responsible for promoting and reviewing these initiatives. 2. In light of global climate change, water resources are becoming increasingly scarce, and Taiwan is facing more frequent extreme weather events, such as droughts and heavy rains. Although the manufacturing of communication products has a relatively low demand for water, employee water usage may still be affected by water resource shortages. Thus, the company is committed to protecting water sources through innovative and sustainable methods, focusing on reducing employee water consumption and promoting water recycling and reuse to mitigate risks associated with water scarcity. The company has also set an annual water conservation target of 5% based on water intensity (water	Year	Category 1	Category 2	Total	2024	360.1	6,120.8	6,480.9	2025	393.4	7,259.2	7,652.6
Year	Category 1	Category 2	Total												
2024	360.1	6,120.8	6,480.9												
2025	393.4	7,259.2	7,652.6												

Promoted Item	Implementation Status		Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons																
	Yes	No																	
	Abstract Illustration																		
			consumption/revenue). Water consumption in the last 2 years: Unit: Tons <table><tr><th>Year</th><th>Water consumption</th><th>Investigation scope</th></tr><tr><td rowspan="3">2024</td><td rowspan="3">61,614</td><td>Nangang Office</td></tr><tr><td>Hwa-Ya Plant</td></tr><tr><td>Hwa-Ya Plant II</td></tr><tr><td rowspan="3">2025</td><td rowspan="3">62,337</td><td>Zhong-Yi Warehouse</td></tr><tr><td>Nangang Office</td></tr><tr><td>Hwa-Ya Plant</td></tr><tr><td></td><td></td><td>Hwa-Ya Plant II</td></tr></table> To meet its objectives, the company has adopted several initiatives, such as displaying water conservation signage to raise employee awareness, using water-efficient certified equipment, implementing rainwater collection systems, and recycling domestic water and system discharge for reuse. The water conservation target was successfully met in 2025. 3. In compliance with the Basel Convention and applicable environmental regulations, the company follows the core principles of source reduction, categorized management, and resource recycling, and has established the following strategies: Waste reduction management: Packaging waste is collected and sorted for recycling to minimize incineration disposal, with a recycling target of 70%. Resource recycling: Industrial waste is transformed into reusable materials or biofuels. Waste printed circuit boards (PCBs) are also	Year	Water consumption	Investigation scope	2024	61,614	Nangang Office	Hwa-Ya Plant	Hwa-Ya Plant II	2025	62,337	Zhong-Yi Warehouse	Nangang Office	Hwa-Ya Plant			Hwa-Ya Plant II
Year	Water consumption	Investigation scope																	
2024	61,614	Nangang Office																	
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		Nangang Office																	
		Hwa-Ya Plant																	
		Hwa-Ya Plant II																	

Promoted Item	Implementation Status		Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons												
	Yes	No													
			recycled through third-party recyclers certified under R2v3, demonstrating the company's commitment to circular economy development. Waste output in the last two years: <table> <tr> <th>Year</th><th>Hazardous waste</th><th>Non-hazardous waste</th><th>SUM</th></tr> <tr> <td>2024</td><td>31.08</td><td>1,063.46</td><td>1,094.54</td></tr> <tr> <td>2025</td><td>36.51</td><td>2,000.85</td><td>2,037.36</td></tr> </table> Unit: KG Statistics indicate that total amount of waste was about 2,037.36 metric tons in 2025, of which non-hazardous waste was 2,000.85 metric tons, accounting for about 98.2% of the whole, and the hazardous waste was 36.51 metric tons, accounting for about 1.8%. The company has set a recycling and reuse target of 70% or above, and achieved approximately 84.7% in 2025.	Year	Hazardous waste	Non-hazardous waste	SUM	2024	31.08	1,063.46	1,094.54	2025	36.51	2,000.85	2,037.36
Year	Hazardous waste	Non-hazardous waste	SUM												
2024	31.08	1,063.46	1,094.54												
2025	36.51	2,000.85	2,037.36												
4. Social issues (1) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		1. The company formulates its human rights policy with reference to international standards such as the “UN Universal Declaration of Human Rights,” the “UN Global Compact,” the “UN Guiding Principles on Business and Human Rights,” and the ILO “Declaration on Fundamental Principles and Rights at Work,” while also complying with the laws and regulations of the jurisdictions in which it operates. The policy covers the “prohibition of human trafficking, forced labor, and child labor, safeguarding freedom of association, preventing discrimination and harassment, and ensuring appropriate working hours and fair compensation”. The policy applies to company-wide personnel, affiliates, suppliers, No material deviations.												

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Abstract Illustration			
	Yes	No		
			and other stakeholders. 2. The company has formed a Sustainability Development Committee under the Board of Directors, which consists of four sub-committees. In particular, the “Employee Care and Social Participation Committee” is responsible for promoting human rights management. The unit holds quarterly meetings, where self-assessments are conducted to review the implementation and effectiveness of the plans. 3. The company’s human rights policy explicitly includes “embracing diversity and opposing discrimination,” promoting diversity and inclusion, committing to equal treatment of all employees, and enforcing a strict zero-tolerance policy against any form of discrimination. The company ensures that no discrimination is made in recruitment, hiring, remuneration, benefits, incentives, promotion, training opportunities, or workplace conditions based on birth origin, race, skin color, religion, gender, sexual orientation, gender identity or expression, age, social class, nationality/country of origin, disability, medical history, pregnancy, language, ideology, religion, belief, policy, political stance, marital status, or physical appearance and personal characteristics. The company guarantees equal pay for equal work and equal value work. In 2025, female employees made up 53% of the company’s workforce, and women accounted for more than 20% of managerial positions. In addition, the company provides dedicated parking spaces for expectant employees to ensure proper support and care during pregnancy.	

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons								
	Yes	No	Abstract Illustration									
(2) Does the company formulate and implement reasonable policies concerning staff welfare (including compensation, vacation and other benefits), and ensure that employee compensation reflects its operating performance or achievement?	✓		1. The company formulates and implements reasonable and market-competitive employee welfare measures based on the existing employee code, salary and welfare management and performance appraisal management, including: • Providing market-level salaries. • Emphasis on gender equality. (The proportion of women was 53%- as of the end of 2025.) • Better than the statutory leave system. (including engagement leave) • Diversity grants and gifts.(annual gifts, wedding gifts, maternity allowances, hospitalization, funeral condolences, maternity childcare allowances, etc.) • Free group insurance, and regular health checks. List of salaries and benefits of company employees<table><tr><th>Items</th><th>Contents</th></tr><tr><td>Salary and bonus</td><td>To improve salary structure (monthly salary and year-end bonus), performance bonus, employee dividend and shareholding, patent bonus, job competition bonus.</td></tr><tr><td>Medical insurance and health care</td><td>Labor insurance, health insurance, employee group insurance, travel insurance, employee health check.</td></tr><tr><td>Considerate welfare system</td><td>Special purchase of group products, birthday/festival coupons and gifts, marriage/birth/injury/illness/hospitalization/emergency/funeral allowance, annual travel gift allowance, engagement</td></tr></table>	Items	Contents	Salary and bonus	To improve salary structure (monthly salary and year-end bonus), performance bonus, employee dividend and shareholding, patent bonus, job competition bonus.	Medical insurance and health care	Labor insurance, health insurance, employee group insurance, travel insurance, employee health check.	Considerate welfare system	Special purchase of group products, birthday/festival coupons and gifts, marriage/birth/injury/illness/hospitalization/emergency/funeral allowance, annual travel gift allowance, engagement	No material deviations
Items	Contents											
Salary and bonus	To improve salary structure (monthly salary and year-end bonus), performance bonus, employee dividend and shareholding, patent bonus, job competition bonus.											
Medical insurance and health care	Labor insurance, health insurance, employee group insurance, travel insurance, employee health check.											
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Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
			Abstract Illustration	
	Yes	No		
			leave/maternity leave/paternity leave, flexible working hours system, meal allowance, transportation vehicles, snack area, use annual paid leaves in advance, free in-plant service for visually impaired masseurs, childbirth encouragement, and childcare subsidies. 2. In order to stabilize employees' life after retirement and raise their on-the-job awareness about service, the company establishes its employee retirement management regulations in accordance with the Labor Standards Act, which expressly state the company's retirement conditions, payment rate and application procedure. Meanwhile, the company founds the employee pension reserve supervisory committee pursuant to laws and contributes the pension fund and deposit the same at Central Trust of China in the name of the employee pension reserve supervisory committee on a monthly basis and contributes 6% of the employee salary to the employee's personal pension account maintained at Bureau of Labor Insurance on a monthly basis. The contribution details are summarized in the table below. 3. The company complies with the "Performance Appraisal Management Regulations" to conduct employee performance appraisals, and evaluate and compare to colleagues based on employee goal completion, project execution, four work behavior management and contribution, and work behavior development	

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			plans, etc. According to the "Remuneration and Welfare Management Regulations", considering the company's annual business performance and personal work performance, it provides year-end bonuses, performance bonuses and salary adjustments. 4. Article 28 of the company's Articles of Incorporation specifies that, "in the event of annual profitability, employee remuneration shall be no less than 3% of profits, and at least 10% of such remuneration shall be distributed to grassroots employees." In 2025, the company paid employee remuneration totaling NT\$25,916,000, accounting for approximately 10% of 2024 profits. The company had set aside NT\$25,916,000 as employee remuneration for 2024, with a ratio exceeding 3% of pre-tax profit, and the amount was distributed in 2025. For 2025 profits, the Board also approved employee remuneration of NT\$30,184,000, which exceeds 3% of pre-tax profit and is expected to be distributed in 2026.	
(3) Does the company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	✓		1. Following the ISO 45001 Occupational Safety and Health Management System, the company conducts daily inspections and maintains a smooth safety and health reporting mechanism to promptly respond to and resolve issues, thus optimizing the work environment and eliminating potential risks to provide employees with a safe and healthy workplace. Additionally, the company has established a dedicated Labor Safety Office responsible for promoting and implementing employee safety and health initiatives. More details can be found in the labor relations section of this annual report. To reduce the incidence of workplace	No material deviations

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Abstract Illustration			
	Yes	No		
			accidents, all new employees and suppliers are required to undergo safety and health training to understand and comply with the company’s occupational safety and health regulations. Those engaged in statutory special operations must attend additional related courses. Moreover, the company regularly conducts on-the-job training and emergency response drills, including first aid and fire safety training, to address various potential hazards in the workplace. 2. The company has passed third-party certification for the ISO 45001 Occupational Health and Safety Management System (TUV NORD Taiwan). The certification is valid from July 25, 2023, to July 24, 2026. All facilities adhere to this system and its standards for risk assessment to continually reduce the occurrence and severity of occupational injuries. 3. The company places great importance on the safety and health of the work environment. In addition to regular inspections and audits, efforts to promote a safety culture are ongoing. In 2025, there were a total of 13 occupational accidents (occupational injuries such as cuts and falls), resulting in injuries to 2 employees. After investigation, relevant improvement and preventive measures have been implemented. The company will further enhance safety operation promotion and management at all facilities to continually reduce the risk of workplace injuries. 4. As of the publication date of this annual report, there have been no fire incidents in 2025.	

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(4) Does the company provide its employees with career development and training sessions?	✓		1. The company formulates its overall development annually through strategic planning meetings and designs learning and development strategies based on the needs of each department. This further leads to the creation of a comprehensive Annual Training Program to assist in achieving the company's objectives. 2. To support employees in fully leveraging their potential and contributing to the company's objectives, the company offers a diverse and open learning environment. In 2025, the Employee Career Development Training Program (including online courses) was carried out, comprising two components: new hire training and on-the-job training. On-the-job training is applicable to all employees, while additional management training programs are provided for middle and senior managers. The implementation status is outlined below: • New hire training: Course hours: 14, number of participants: 302. • On-the-job training: Encompassing the following training categories, with a total of 8,017 participants. - General training – Core skill courses designed to establish a foundation for career growth. - Professional training – Programs designed to advance professional skills and core competencies. - Management training – Courses aimed at strengthening leadership skills and managerial effectiveness	No material deviations
(5) Does the company follow regulations and international	✓		1. The company places a strong emphasis on personal data protection and has established Personal Data Protection	No material deviations

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
			Abstract Illustration	
	Yes	No		
standards for customer health, safety, customer privacy, marketing and labeling of products and services, and set polices and appeal procedures to protect consumer rights and interests?			Management Regulations. Relevant departments identify and manage documents that require confidentiality based on actual needs, developing confidentiality strategies and policies that meet the requirements of each department to safeguard customer privacy. 2. To respond promptly to customer feedback and needs, the company has established Regulations for Handling Customer Complaint to provide swift and professional service. Additionally, it has developed Customer Satisfaction Management Regulations to conduct regular customer satisfaction surveys, aiming to gain continuous support and recognition from customers. 3. To ensure customer health and safety, the company has set forth Toxic Substance Management Regulations for Eco-Friendly Products, requiring that all products pass relevant safety standard tests and obtain safety certification before they are certified with safety labels, ensuring product safety. Furthermore, the company ensures compliance with regulations such as RoHS, REACH, SVHC, and ELV, and marks the shipping cartons with the RoHS label. The company clearly labels product packaging with information on usage, recycling symbols, applicable regions, certification marks, and default values, allowing users to quickly set up and understand the product features and certifications. Additionally, a comprehensive after-sales service system is provided to enhance consumer confidence in the products. 4. With a long-standing focus on its own brand, the company is familiar with and adheres to relevant regulations and international	

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons
			Abstract Illustration	
	Yes	No		
			standards. It has established standard operating procedures for handling customer complaints, managed by dedicated personnel, ensuring that customer complaints are resolved in a transparent and efficient manner.	
(6) Does the company formulate supplier management policies and require suppliers to follow relevant norms on environmental protection, occupational safety and health, or labor rights, and disclose its implementation process?	✓		1. The company has formulated the “Supplier Management and Development Procedures,” requiring all suppliers to sign a <i>Supplier CSR Policy Statement</i> and complete a <i>Supplier CSR Self-Assessment Form</i>, which serve as the foundation for preliminary risk evaluation and continuous management. Additionally, the company upholds various commitments related to human rights, environmental protection, safety and health, and ethics. Since 2020, it has adopted the RBA Code of Conduct, established an RBA management system and promoted this code with the suppliers. The company explicitly includes requirements to comply with the RBA Code of Conduct in all procurement contracts and order terms, enhancing contractual binding force and ensuring comprehensive compliance across the supply chain. If a supplier is found to violate the company's corporate social responsibility policies and significantly impact the environment or society, the company will terminate the business relationship. 2. In accordance with the “Supplier Management and Development Procedures,” the company conducts annual supplier training and awareness campaigns, requiring compliance with the RBA Code of Conduct. These campaigns cover five key dimensions: Labor and Human Rights, Health and Safety, Environment, Ethics, and Management Systems. Furthermore, the annual supplier evaluation includes human rights due diligence.	No material deviations.

Promoted Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Abstract Illustration			
	Yes	No		
			Scope of investigation: Suppliers. Procedures for supplier evaluation (human rights due diligence): Plan: Develop an annual plan based on the “Supplier Management and Development Procedures”. Do: The company conducts internal identification of major issues, which include the following topics. (1) Environmental dimensions: Including regulatory compliance and permit management, pollution prevention, process optimization, and execution of the “RoHS Compliance Commitment.” This scope covers hazardous substance lifecycle management, wastewater/waste disposal, atmospheric emission control, water resource management, and energy efficiency management, etc. (2) Labor human rights dimensions: Including measures against forced labor, prohibition of child labor and protection of minor workers, compliance with working hours, wages, and benefits, anti-discrimination policies, alignment with the Uyghur Human Rights Policy Act, effective grievance mechanisms, and the provision of safe and healthy work environments, including cafeterias and employee dormitories, while upholding freedom of association. (3) Ethics dimensions: Including ethical business conduct, prohibition of bribery and improper benefits, compliance with information security standards, protection of personal data and privacy, respect for intellectual	

Promoted Item	Implementation Status		Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	
			property rights, compliance with the U.S. NDAA, adherence to fair trade and competition laws, and due diligence on conflict minerals and restricted materials. Check: In 2025, a total of 281 suppliers were surveyed through questionnaires, with 30 suppliers further subject to on-site audits. Action: For non-compliance issues, they are communicated to the relevant parties for improvement, and are designated as priority audit items in the subsequent year.
5. Does the company prepare and publish its reports such as corporate social responsibility report to disclose non-financial information in accordance with internationally recognized guidelines? Does the company obtain third-party verification or assurance for such reports?	✓		No deviations.
6. If the company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation from the principles in the company's operations : The company strictly complies with the corporate social responsibility best-practice principles established by it, and no material discrepancy in such principles from the “Corporate Social Responsibility Best-Practice for TWSE/TPEX Listed Companies” .			

Promoted Item	Implementation Status		Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	
Abstract Illustration			
7. Other important information to facilitate better understanding of the company’s promotion of sustainable development :			
(1) Since its establishment, the company has focused on Taiwan by adopting a Made in Taiwan model to support the local labor market. By developing high value-added products and actively expanding into new markets, the company provides high-quality employment opportunities, demonstrating its commitment to fulfilling social responsibility. (2) In addition to legally providing labor insurance and health insurance for employees, the company also offers group insurance for its staff and has established a comprehensive welfare and responsibility system. Employees can voluntarily include their dependents in group insurance at their own expense, further expanding the coverage. The company also regularly provides free health check-ups and occasionally health consultations to assist employees in maintaining their physical and mental well-being, while ensuring the stable growth of its human resources. (3) In addition to disclosing relevant information through MOPS, annual reports, prospectuses, and sustainability reports, the company publishes timely ESG-related information in dedicated pages such as Investor Relations, Human Resources, and ESG Sustainability on its official website, making it convenient for all stakeholders to access information. (4) To make it easier for stakeholders to understand the company's progress and achievements in promoting corporate social responsibility, the company produces videos of various activities and uploads them to the sustainability page of its official website. These engaging visual and audio contents showcase the company's efforts and accomplishments in ESG.			

Note 1: The materiality principle refers to the relative importance of environmental, social and corporate governance issues on the company's investors and other interested parties.

2.3.7 Climate-related information

1. Implementation of Climate-Related Information

Title	Implementation Status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	To manage climate risk issues, the company has adopted a sustainable model and a climate-related financial disclosure framework to identify the risks and opportunities of climate change and propose relevant response plans. The ESG Committee is chaired by the President which holds regular meetings every quarter to review the implementation results of the carbon management strategy and action plans, and reports regularly to the Board of Directors.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	For environmental issues such as global warming and climate change, we have always adhered to the sustainable goal of "Having Happy Customers, a Safe Planet and a Secure Business." We continue to exert our corporate influence and introduce the green thinking of sustainable development to operation strategy and actively carry out specific actions related to carbon reduction. Evaluate and analyze risks and opportunities related to climate change based on different time periods, and formulate short-term (2030), mid-term (2040), and long-term (2050) strategies and plans.
3. Describe the financial impact of extreme weather events and transformative actions.	The Sustainability Development Committee formulates concrete action plans addressing climate risks and opportunities, including projects focused on developing a circular economy, process improvements, and energy transition. These initiatives aim to achieve the strategic goal of low-carbon transformation. The company continuously monitors sustainability trends and utilizes sustainable thinking to construct a carbon management blueprint, aiming to seize green opportunities in a low-carbon era and create new business prospects.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	In accordance with the company's "Risk Management Measures" and other regulations, each department should identify the priority of major risks and the Sustainability Committee will conduct systematic assessment and analysis of risks on climate-related issues and propose relevant countermeasures. The highest responsible unit for risk management is the Board of Directors. The Sustainable Development Committee regularly reports the implementation and results of risk management to the Board of Directors every year, which supervises the operation and overall implementation of the risk management mechanism. For climate issue management, the Board of Directors is the highest governance

	unit, coordinating the overall climate strategy and supervising the implementation of climate-related risk management and key performance of the Sustainable Development Committee.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The company has set a target for net-zero emissions by 2050 in accordance with the goals of the Paris Climate Summit, under a scenario where global temperature rise is limited to 1.5°C.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	To reduce the carbon footprint of its products, the company has developed several carbon reduction measures to mitigate both physical and transitional risks.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	An internal carbon pricing has been set to US\$50 per ton of reduced carbon, facilitating the implementation of significant energy-saving initiatives and accelerating carbon reduction efforts.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Planning horizon: Short-term Goal (2030) : Reduce greenhouse gas emission intensity by 10% compared to 2025, with a focus on a circular economy including the procurement of green raw materials and enhancing waste reutilization. Mid-term Goal (2040) : Reduce greenhouse gas emission intensity by 50% compared to 2025. The focus during this period will be on process improvements, achieved through equipment upgrades, phasing out equipment that uses fluorinated gases, and implementing smart energy-saving technologies. Long-term Goal (2050) : Focus on energy transformation by using alternative energies such as green electricity and hydrogen to achieve net-zero emissions by 2050.
9. Greenhouse Gas Inventory and Assurance Status (fill out in points 1-1 separately).	Details are in the table below.

2. Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

(1) Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.
Data coverage scope: The inspection operation has covered all Taiwan locations of the company since 2024.

Title	Category 1 (tCO ₂ e)	Category 2 (tCO ₂ e)	Total emissions (tCO ₂ e)	Total individual operating income (NT\$ million)	Intensity (metric tons CO ₂ e/NT\$ million)	Coverage
2024	360.1	6,120.8	6,480.9	8,897	0.73	Huaya Plant Huaya Plant II Zhongyi Warehouse Nangang Office
2024	393.4	7,259.2	7652.6	12,334	0.62	Huaya Plant Huaya Plant II Nangang Office

Note: The company has voluntarily conducted greenhouse gas inventory in accordance with ISO 14064-1 since 2016, covering all locations in Taiwan since 2024. According to the assurance process and procedures conducted by TÜV Rheinland Taiwan Ltd., there is sufficient evidence that the greenhouse gas statement is a substantive and accurate presentation of greenhouse gas data and related information. The current 2025 data is an inventory estimate, and a third-party verification has been arranged in May 2026 (AFNOR Taiwan Co., Ltd.) to ensure data integrity and accuracy.

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations.

Note 2: The base year shall be the fiscal year in which the greenhouse gas inventory is completed based on the consolidated financial reporting boundary. For example, under the order issued under Article 10, paragraph 2 of the Regulations, a company with capital of NT\$10 billion shall complete the inventory for its fiscal 2024 annual consolidated financial report in 2025, so the base year will be 2024. If a company has disclosed its inventory in its consolidated financial report in an earlier year, it may take the earlier fiscal year as its base year. Also, the data for the base year may be calculated based on a single fiscal year or the average of multiple fiscal years.

Note 3: When preparing the disclosure content, the company may refer to the best practice reference examples on the TWSE Corporate Governance Center website

(2) Greenhouse Gas Assurance Information (NA)

The company's paid-in capital is less than NTD 5 billion. Inventory information disclosure shall be completed starting in 2026 and the assurance information disclosure shall be complete starting in 2028 according to Financial Supervisory Commission Letter with No. 1040013376.

3. Greenhouse gas reduction goals, strategies and specific action plans

The company's paid-in capital is less than NTD 5 billion. Inventory information disclosure shall be completed starting in 2026 and the assurance information disclosure shall be complete starting in 2028 according to Financial Supervisory Commission Letter with No. 1040013376. As the result, there is no relevant plan for this year.

2.3.8 The state of the company’s performance in the area of ethical corporate management, any deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such deviation

Evaluation Item	Implementation Status		Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	
1. Establishment of ethical corporate management policies and programs (1) Does the company have regulations and publicly available documents that adhere to its ethical principles and programs, as well as commitment to the implementation of such programs approved by the Board of Directors and the management team?	✓		No material deviations.
(2) Does the company establish appropriate preventive measures for business activities specified in Paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies” or any other activity with a high risk of unethical conduct?		✓	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Abstract Illustration			
	Yes	No		
(3) Does the company formulate operating procedures, guidelines, as well as disciplinary and appeal system against unethical conduct? Does the company implement and conduct regular reviews to make appropriate revisions?	✓		education and training, managers conduct legal and internal audits randomly, so as to prevent unethical conduct. (3) The company’s new employees shall sign the <u>business ethics statement</u> which expressly states the punishment to be imposed on those engaged in unethical conduct and violating the rules and also demands that the employees should report any unethical conduct to their supervisors, the legal affairs division or President immediately upon awareness of the same. Specific reward and disciplinary system is also provided in the “Regulations Governing Reward and Misconduct”.	No material deviations.
2. Fulfill operations integrity policy (1) Does the company evaluate business partners’ ethical records and include ethics-related clauses in business contracts?		✓	(1) The company has established the internal rules, “Operating Procedure for Suppliers’ Development”, to integrate the suppliers’ management philosophy into the rating standards. Meanwhile, the company will investigate into the suppliers’ goodwill on the market to decide whether to trade with them. The company is also considering the feasibility for inclusion of the ethics-related	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Abstract Illustration			
	Yes	No		
(2) Does the company establish an exclusively (or concurrently) dedicated unit supervised by the Board to be in charge of corporate integrity, and regularly (at least once a year) report to the board of directors for establishing and supervising the implementation of the ethical corporate management policies and prevention programs?		✓	clauses into contracts. (2) A. The company has set up a sustainable development committee under the board of directors. The corporate governance committee of the 4 major functional committees governed by the Sustainable Development Committee is dedicated to promoting the ethical corporate management. The Sustainable Development Committee shall report to the Board of Directors on progress and performance of the promotion on a yearly basis. The report was submitted to the board of directors on August 5, 2025. B. Implementation of integrity management in 2024: New employees signed a business ethics statement. Provide education and training on integrity management for employees. In 2025, the company conducted anti-corruption and trade secret training for its employees, totaling 2,070 participants, including 1,043 participants in anti-corruption training and 1,027 participants in trade secret	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Abstract Illustration			
	Yes	No		
(3) Does the company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	✓		(3) The company will propagate the ethical management to employees and vendors from time to time and provide them with the safe channel to help them report any abuses and corruptions. Also, the company will conduct an audit under the fair internal control/internal audit system from time to time.	No material deviations.
(4) Does the company establish effective systems for both accounting and internal control to facilitate ethical corporate management, and the internal audit unit shall, based on the results of assessment of the risk of involvement in unethical conduct, devise relevant audit plans or engage a certified public accountant to carry out the audit?	✓		(4) The company’s accounting system has been established in accordance with the related government laws and regulations, and subject to the company’s overview of business. The company’s regular financial statements will be audited or reviewed by the CPA in accordance with the Regulations Governing Auditing and Attestation of Financial Statements by Certified Public Accountants and the Statement of Generally Accepted Audit Standards. The company’s internal control system is established in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies, and subject to the company’s overview of business. The company will	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Abstract Illustration			
	Yes	No		
(5) Does the company regularly hold internal and external educational trainings on operational integrity?	✓		report to the Board of Directors on the system periodically, and the system is operating fairly. (5) The company regularly conducts internal and external training courses related to integrity in business operations each year. It also promotes the RBA Code of Conduct, anti-corruption seminars, and integrity-related laws to value chain partners such as suppliers, contractors, and agents. Courses conducted in 2025 included: RBA Code of Conduct, Anti-Corruption Course-Corporate Corruption Investigation Practices, and Trade Secret Course-Introduction and Practice of Trade Secret Law, totaling 3,238 hours of training.	No material deviations.
3. Operation of the integrity channel (1) 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?	✓		(1) The company has established the “Regulations Governing Reward and Misconduct” and “Appeals, Reports and Suggestions Management Procedures”, demanding that the employees should report any unethical conduct to their supervisors, the legal affairs division or President immediately upon awareness of the same. The company also has set up	No material deviations.

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Abstract Illustration			
	Yes	No		
(2) Does the company establish standard operating procedures for confidential reporting on investigating accusation cases, the follow-up measures to be taken after the investigation, and related confidential methods?	✓		the employee mailbox managed by dedicated personnel, which is available to accept any complaints at any time. (2) The company has established the internal rules, “Regulations Governing Personal Information Protection”, to provide the non-disclosure mechanism. Though the company has not yet expressly established the standard operating procedure for investigation on complaints as accepted, it designated dedicated personnel to handle the relevant matters and, therefore, the relevant standard operating procedure had be held established.	No material deviations.
(3) Does the company provide proper whistleblower protection?	✓		(3) The company has appointed dedicated personnel to deal with the complaints, who will strictly comply with the non-disclosure requirement to protect complainants from any inappropriate treatment effectively.	No material deviations.
4. Strengthening information disclosure Does the company disclose its ethical corporate management policies and the results of its implementation on the company’s website and MOPS?	✓		The company has disclosed its own ethical corporate management best-practice principles on its website.	No material deviations.

Evaluation Item	Implementation Status		Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	
5. 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 established its own ethical corporate management best-practice principles, and no material discrepancy in such principles from the “Ethical Corporate Management Best-Practice for TWSE/TPEX Listed Companies” .			
6. Other important information to facilitate a better understanding of the company’s ethical corporate management policies.(e.g., review and amend its policies) : NA			

2.3.9 Other Important Information Regarding Corporate Governance

1. Corporate governance guidelines and regulations already established by the company

The company has established the Corporate Governance Principles, Code of Ethical Conduct for Directors, Supervisors and Managers, Ethical Corporate Management Principles and Corporate Social Responsibility (Sustainable Development) Principles. For the relevant information, please visit our company website and MOPS for inquiries.

2. Internal operating procedure established by the company to deal with important information

The company has established such internal control systems as the “operating procedure for prevention of insider trading” upon resolution by the directors’ meeting in 2009, and also disclosed the same in the company’s internal rules section accessible by all managers and employees, in order to prevent them from violating the rules or engaging in insider trading upon access to important information.

3. Code of employees’ conduct or ethics established by the company

The company has established the business ethics statement to regulate all employees’ ethical conduct. For details, please visit the company’s website www.senaonetworks.com.

4. Professional qualifications and experience of the members of the company’s Audit Committee and Compensation Committee, key work priorities and operational status in 2025. (Please refer on page 127 herein.)

2.3.10 Internal Control Systems

1. Statement on Internal Control (Please refer on page 124 herein.)

2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report. (NA)

2.3.11 Major Resolutions of Shareholders’ Meeting and Board Meetings (Please refer on page 125 herein.)

2.3.12 Major Issues of Record or Written Statements Made by Any Director or Supervisor Dissenting to Important Resolutions Passed by the Board of Directors. (NA)

2.4 Information on the professional fees of the attesting CPAs

2.4.1 The amounts of the audit fees and non-audit fees paid to the attesting certified public accountants and to the accounting firm to which they belong and to any affiliated enterprises

Unit: NT\$ Thousand

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit Fees	Non-Audit Fees	Total	Remarks
Pricewaterhouse Coopers	Pei- Juan Huang	2025.1.1~2025.12.31	3,450	500	3,950	
	Yung-Chih Lin	2025.1.1~2025.12.31				

2.4.2 Specify the content of non-audit fee services

Non-audit fee of NT\$ 500,000 paid in 2025 was for auditing the Profit-seeking Enterprise Income Tax by the accounting firm.

2.4.3 When the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed. (NA)

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

2.5 Information on replacement of CPAs

1. Regarding the former CPA

Replacement Date	February 27, 2024		
Replacement reasons and explanations	Due to internal job rotation at PwC, the company CPAs were changed from Pei-Juan Huang and Hui-Ling Pan to Pei-Juan Huang and Yung-Chih Lin, from the first quarter of 2024.		
Describe whether the company terminated or the CPA did not accept the appointment	Parties	CPA	The company
	Status		
	Termination of appointment	-	-
	No longer accepted (continued) appointment	-	-
Other issues (except for unqualified issues) in the audit reports within the last two years	None		
Differences with the company	Yes	-	Accounting principles or practices
		-	Disclosure of Financial Statements
		-	Audit scope or steps
		-	Others
	None	✓	
	Remarks/specify details: None		
Other Revealed Matters	None		

2. Regarding the successor CPA

Name of accounting firm	Pricewaterhouse Coopers
Name of CPA	Pei-Juan Huang and Yung-Chih Lin
Date of appointment	February 27, 2024
Consultation results and opinions on accounting treatments or principles with respect to specified transactions and the company's financial reports that the CPA might issue prior to the engagement.	None
Succeeding CPA's written opinion of disagreement toward the former CPA	None

3. The company shall disclose the content of the reply letter from the former certified public accountant. (NA)

2.6 Where the company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm, the name and position of the person, and the period during which the position was held, shall be disclosed. (NA)

2.7 Changes in Shareholding of Directors, Supervisors, Managers and Major Shareholders

2.7.1 The detail

Unit: Shares

Title	Name	2025		As of March 10, 2026	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
Chairman	Wen-Ho Tsai	-	-	-	-
Director	Chung-Yung Chia	-	-	-	-
Director	Tian-Tsai Su	-	-	-	-
Director	Pao-Yun Lin	-	-	-	-
Independent Director	Kuang-Hsun Shih	-	-	-	-
Independent Director	Yen-Wei Cheng	-	-	-	-
Independent Director	Jhih-Ling Hsieh	-	-	-	-
Independent Director (Note1)	Yi-Min Chang	-	-	-	-
Independent Director (Note1)	Huei-You Chen	-	-	-	-
President	Po-Chang Lin	-	-	-	-
Business Unit President	Yi-Ching Chang	-	-	-	-
Business Unit President	Pei-Chuan Liou	-	-	-	-
VP	Feng-Hsiao Yu	-	-	-	-
VP	Hon-Chu Lai	-	-	-	-
VP	Hsiu-Ying Liou	(6,000)	-	(3,000)	-
VP (Note2)	Chih-Hua Tseng	-	-	-	-
VP	Jian-Sheng Gao	-	-	-	-
VP	Li-Li Chang	-	-	-	-
VP	Zhi-Jian Huang	-	-	-	-
VP	Ying-Zheng Guo	-	-	-	-
AVP	Yu-Mei Chao	(9,000)	-	-	-
AVP	Chun-Lung Lin	-	-	-	-
AVP	Jheng-Da Lee	-	-	-	-
AVP	Jheng-Syun Lee	-	-	-	-
AVP	Bou-Yang Liou	(8,000)	-	(3,000)	-
AVP	Jun-Hong	-	-	-	-
AVP	FanJiang	-	-	-	-
AVP	Chuan-Jia Zeng	-	-	-	-
AVP	Shih-Hui Pang	-	-	-	-
AVP	Hui-Gin Huang	-	-	-	-
AVP	Fu-Yuan Xu	-	-	-	-
Shareholding than 10%	Senao International Co., Ltd	-	-	-	-

Note1 : Dismissed on May 27, 2025.

Note2 : Dismissed on Feb 17, 2025.

2.7.2 Shares Trading with Related Parties. (NA)

2.8 Relationship among the Top Ten Shareholders

As of Sep. 9, 2025(Note)

Name	Current Shareholding		Spouse's/ minors' Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Senao International Co., Ltd. Representative: Zheng-Xian Yu	19,582,454	33.16 %	-	-	-	-	Jheng-Fong Investment Co., Ltd	The president is the same person as the representative of Jheng-Fong Investment Co., Ltd.	
Jheng-Fong Investment Co., Ltd. Pao-Yun Lin	2,118,824	3.59%	-	-	-	-	Senao International Co., Ltd., Hua-Shun Investment Co., Ltd., Yu-You Investment Co., Ltd., Chuan-Fang-Wei Investment Co., Ltd., Jheng-Kung Lin, Jheng-Fong Lin	The company's representative is the same person as the president of Senao International Co., Ltd. The company's representative and the representative of Hua-Shun Investment Co., Ltd., Yu-You Investment Co., Ltd., Chuan-Fang-Wei Investment Co., Ltd., and Jheng-Kung Lin, Jheng-Fong Lin are father and son.	
Hua-Shun Investment Co., Ltd. Representative: Jheng-Kung Lin	1,738,763	2.94%	-	-	-	-	Jheng-Fong Investment Co., Ltd., Yu-You Investment Co., Ltd., Chuan-Fang-Wei Investment Co., Ltd., Jheng-Fong Lin	The company's representative and the representative of Jheng-Fong Investment Co., Ltd. are father and son. The company's representative and the representative of Yu-You Investment Co., Ltd., Chuan-Fang-Wei Investment Co., Ltd., and Jheng-Fong Lin are brothers.	
Wen-Ho Tsai	1,701,918	2.88%	880,936	1.49%	-	-	Chin-Chen Huang	Spouse	
Yu-You Investment Co., Ltd. Representative: Jheng-Fong Lin	1,514,379	2.56%	-	-	-	-	Jheng-Fong Investment Co., Ltd., Hua-Shun Investment Co., Ltd., Jheng-Kung Lin, Jhe	The company's representative and the representative of Jheng-Fong Investment Co., Ltd. are father and son. The company's representative and the representative of Hua-Shun Investment Co., Ltd., and Jheng-Kung Lin are brothers.	
Chuan-Fang-Wei Investment Co., Ltd. Representative: Jheng-Fong Lin	1,145,409	1.94%	-	-	-	-	Jheng-Fong Investment Co., Ltd., Hua-Shun Investment Co., Ltd., Jheng-Kung Lin, Jhe	The company's representative and the representative of Jheng-Fong Investment Co., Ltd. are father and son. The company's representative and the representative of	

Name	Current Shareholding		Spouse's/ minors' Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
								Hua-Shun Investment Co., Ltd. , and Jheng-Kung Lin are brothers.	
HSBC manages Morgan Stanley International Limited's account	1,025,649	1.74%	-	-	-	-	-	-	
Chin-Chen Huang	880,936	1.49%	1,701,918	2.88%	-	-	Wen-Ho Tsai	Spouse	
Jheng-Kung Lin	610,038	1.03%	-	-	-	-	Jheng-Fong Investment Co., Ltd., Yu-You Investment Co., Ltd., Chuan-Fang-Wei Investment Co., Ltd. , Jheng-Fong Lin	The company's representative and the representative of Jheng-Fong Investment Co., Ltd. are father and son. The company's representative and the representative of Yu-You Investment Co., Ltd., Chuan-Fang-Wei Investment Co., Ltd. ,and Jheng-Fong Lin are brothers.	
JPMorgan Securities LLC investment account managed by Chase	599,437	1.01%	-	-	-	-	-	-	

Note : It's the target date for 2025 Annual Shareholders Meeting

2.9 Ownership of Shares in Affiliated Enterprises

As of December 31, 2025; Unit: Thousand shares

Affiliated Enterprises (註1)	Ownership by the company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
EnGenius Technologies, Inc.	60,000	100.00	0	0.00	60,000	100.00
EnRack Technology Inc.	24,900,000	100.00	0	0.00	24,900,000	100.00
Emplus Technologies, Inc.	17,914,608	50.99	0	0.00	17,914,608	50.99
EnGenius International (Samoa) Ltd	3,800,000	100.00	0	0.00	3,800,000	100.00
EnGenius Technologies Canada Inc.	100	100.00	0	0.00	100	100.00
EnGenius Networks Inc.	6,000,000	100.00	0	0.00	6,000,000	100.00
EnGenius Japan	15,000	100.00	0	0.00	15,000	100.00
Senao Networks Vietnam Co.,Ltd. (註2)	-	-	-	-	-	-
Senao Networks Private Ltd.	7,640,000	100.00	0	0.00	7,640,000	100.00
Senao Networks USA Inc.	1	100.00	0	0.00	1	100.00
Senao Networks Japan	3,800	100.00	0	0.00	3,800	100.00
EnGenius Networks Singapore Pte. Ltd.	3,750,000	100.00	0	0.00	3,750,000	100.00
EnGenius Networks Europe B.V.	1,750,000	100.00	0	0.00	1,750,000	100.00
EnGenius Networks Private Ltd.	17,850,000	100.00	0	0.00	17,850,000	100.00
Emplus Technologies India Private Ltd.	1,000,000	100.00	0	0.00	1,000,000	100.00

Note1: It is a long-term investment made by the company using the equity method.

Note2: It is a limited company, so it has no shares.

III. Information on Capital raising activities

3.1 Capital and Shares

3.1.1 Source of Capital

1. Issued Shares

Unit: NT\$ Thousand; Thousand shares

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital Increased by Assets Other than Cash	Other
2014/02	10	120,000	1,200,000	48,069	480,689	Capital increase in cash by NT\$57,710	-	-
2014/03	10	120,000	1,200,000	48,328	483,279	Recapitalization of employee stock warrant by NT\$2,590 thousand	-	-
2014/05	10	120,000	1,200,000	48,484	484,839	Recapitalization of employee stock warrant by NT\$1,560 thousand	-	-
2014/08	10	120,000	1,200,000	48,549	485,489	Recapitalization of employee stock warrant by NT\$650 thousand	-	-
2014/11	10	120,000	1,200,000	48,654	486,539	Recapitalization of employee stock warrant by NT\$1,050 thousand	-	-
2015/03	10	120,000	1,200,000	48,896	488,959	Recapitalization of employee stock warrant by NT\$2,420 thousand	-	-
2015/05	10	120,000	1,200,000	48,932	489,319	Recapitalization of employee stock warrant by NT\$360 thousand	-	-
2015/08	10	120,000	1,200,000	48,974	489,739	Recapitalization of employee stock warrant by NT\$420 thousand	-	-
2015/11	10	120,000	1,200,000	49,036	490,359	Recapitalization of employee stock warrant by NT\$620 thousand	-	-
2016/01	10	120,000	1,200,000	49,061	490,609	Recapitalization of employee stock warrant by NT\$250 thousand	-	-
2024/10	10	120,000	1,200,000	59,061	590,609	Capital increase in cash by NT\$100,000	-	-

2. Type of Stock

As of April 8, 2025 ; Unit: share

Share Type	Authorized Capital			Remarks
	Issued Shares	Un-issued Shares	Total Shares	
Common Stock with Name	59,060,881	60,939,119	120,000,000	-

3. Information for Shelf Registration: None

3.1.2 List of Major Shareholders

As of Sep. 9, 2025 (Note)

Shareholder's Name	Shareholding	
	Shares	Percentage
Senao International Co., Ltd.	19,582,454	33.16%
Jheng-Fong Investment Co., Ltd.	2,118,824	3.59%
Hua-Shun Investment Co., Ltd.	1,738,763	2.94%
Wen-Ho Tsai	1,701,918	2.88%
Yu-You Investment Co., Ltd.	1,514,379	2.56%
Chuan-Fang-Wei Investment Co., Ltd.	1,145,409	1.94%
HSBC manages Morgan Stanley International Limited's account	1,025,649	1.74%
Chin-Chen Huang	880,936	1.49%
Jheng-Kung Lin	610,038	1.03%
JPMorgan Securities LLC investment account managed by Chase	599,437	1.01%

Note : It's the target date for 2025 Annual Shareholders Meeting

3.1.3 Dividend Policy and Implementation Status

1. Dividend Policy

When the company has made a profit in the annual final accounts, it shall first pay all taxes and make up past losses according to law, and set aside ten percent (10%) as the statutory revenue reserve, except when the statutory revenue reserve already matches the company's total capital. After setting aside or conversion to the statutory revenue reserve according to law, any remaining surplus shall be aggregated with retained earnings at the beginning of the period to be accumulated distributable earnings for shareholders, and the board of directors shall prepare a proposal for distribution of profits for resolution by the shareholders meeting.

As the company is still growing, the company shall distribute share dividends and cash dividends to shareholders based on budgeted future capital outlays capital requirements of the company, taking into account capital outlays, operation expansion needs, and better financial planning so as to enable perpetual development. The percentage of cash dividends shall be no less than five percent (5%) of the total amount of shareholder dividends paid.

2. Proposed Distribution of Dividend

The proposal for the distribution of 2025 profits was passed at the meeting of the Board of Directors. The proposal for a cash dividend of NT\$ 3.0 per share will be discussed at the annual shareholders' meeting.

3. If a material change in dividend policy is expected, provide an explanation (NA)

3.1.4 Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent shareholders' meeting (NA)

3.1.5 Compensation of Employees, Directors and Supervisors

1. The percentages or ranges with respect to employees', directors' and supervisors' compensation in the Articles of Incorporation

Where the company has made a profit in a fiscal year, it shall appropriate the employees' compensation at least 3%, directors' remuneration, shall be excluded Independent Directors at most 3% of the profit. But, in the case that the company still has retained losses, it should appropriate sufficient amount for making up the losses of previous year. Recipients of employees' compensation referred to above may include employees of subsidiary companies who meet certain conditions, which conditions shall be determined by the board of directors.

2. The basis for estimating the amount of employees', directors' and supervisors' compensation

The basis for calculating the compensation to Employees, Directors, and Supervisors shall be subject to the company's Articles of Incorporation. No compensation to Employees shall be distributed in the form of stock. If there is any discrepancy between distributed amount and estimated amount, it shall be stated in the expense adjustment for the next fiscal year.

3. Approved Profit Distribution for Employees' compensation, Directors' and Supervisors' remuneration of 2024 Board of Directors Meeting

- (1) Recommended Distribution of employees' compensation, Directors' and Supervisors' remuneration:

Employees' compensation – in Cash	NT\$ 30,184,000
Directors' remuneration	NT\$ 5,659,400

- (2) Ratio of Recommended Employee Stock Bonus to Capitalization of Earnings: 0%
Discrepancy between the actual distribution and the recognized : NT\$ 0
Cause: NA.
How it is treated: NA.

4. The Actual distribution of Employees' compensation, Directors' and Supervisors' remuneration for the previous fiscal year

- | | |
|---------------------------------------|-----------------|
| (1) Employees' compensation – in Cash | NT\$ 25,916,000 |
| Directors' remuneration | NT\$ 4,859,700 |

- (2) Discrepancy between the actual distribution and the recognized : NT\$ 0
Cause: NA.
How it is treated: NA.

3.1.6 Status of a company repurchasing its own shares (NA)

3.2 Issuance of Corporate Bonds (NA)

3.3 Issuance of Preferred Shares (NA)

3.4 Issuance of Global Depositary Receipts (NA)

3.5 Issuance of Employee Stock Warrants (NA)

3.6 Issuance of New Restricted Employee Shares (NA)

3.7 Issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies (NA)

3.8 Implementation of the company's capital allocation plans

3.8.1 Contents of the plan

On October 23, 2014, the company conducted a cash capital increase by issuing 10,000,000 ordinary shares with a par value of NT\$10 per share and an issue price of NT\$125 per share, raising a total of NT\$1,250,000,000. The purpose of the capital increase was to repay bank loans and replenish working capital, and it was completed in the fourth quarter of 2015.

3.8.2 Implementation Status(NA)

IV. Operational Highlights

4.1 Business Activities

4.1.1 Business Scope

1. Main areas of business operations

- ◆ Design, production, and trade of wireless network system products and services (Wi-Fi).
- ◆ Design, production, and trade of wired network systems and L2/L3 Ethernet Switch & Controller).
- ◆ High-speed Ethernet switches (100GbE/400GbE/800GbE) for cloud computing centers.
- ◆ X86 AI-based intelligent security access edge computing devices and 5G high-speed connectivity gateways.
- ◆ Design, production, and trade of AI IoT devices.
- ◆ Design and development of cloud network management system solutions and sales of subscription services.
- ◆ Design, manufacturing, and trade of Enterprise radio-system products.

2. Revenue distribution

Unit: NT\$ Thousand

Major Product Line	Total Sales in Year 2025	(%) of Total Sales
Wireless network system products	4,299,843	28.60%
Wired network system products	5,126,153	34.09%
Network computing equipment system products	3,667,598	24.39%
Server and edge computing equipment system products	410,668	2.73%
Cloud management software	19,226	0.13%
Others (Note)	1,512,180	10.06%
Total	15,035,668	100.00%

Note: Including accessories and repair income.

3. Main products

- ◆ Wireless network system products (Wi-Fi)
 - Outdoor mesh wireless AP/repeater
 - Enterprise mesh wireless AP/bridge
 - Channel scanning/Intrusion-Detection wireless AP
 - WiFi 7 enterprise indoor and outdoor wireless AP

- ⊙ Smart cloud network management service platform
- ⊙ Enterprise wireless network management software
- ◆ Wired network system products (Switch)
 - ⊙ High-speed network switches for data centers (100GbE/400GbE/800GbE)
 - ⊙ Managed network switch
 - ⊙ Smart network switch
 - ⊙ PoE network cable power supply
 - ⊙ AI Electrical equipment for Smart power supply
- ◆ AI Edge SASE Appliance
 - ⊙ X86 AI SASE gateway
 - ⊙ X86 5G secure access network device
 - ⊙ Cloud security Gateway
 - ⊙ Large enterprises network security server
 - ⊙ Small and medium-sized enterprises network security server
- ◆ Cloud network management system solutions
 - ⊙ Cloud management service and cloud device management platform
 - ⊙ Cloud management service and cloud device management APP
 - ⊙ Wireless base station for cloud management service
 - ⊙ Switch for cloud management service
- ◆ Smart IoT System
 - ⊙ AI Smart Mesh Router
 - ⊙ AIoT Smart Monitoring System
- ◆ Enterprise radio system product
 - ⊙ Single-wire, high-speed, frequency-hopping, digital, long-range enterprise cordless communication device
 - ⊙ Four-wire, multi-master, high-speed, frequency-hopping, digital, long-range enterprise cordless communication system
- ◆ Others
 - ⊙ Antenna
 - ⊙ PoE/ Ethernet power supply parts
 - ⊙ Power Supply module and equipment

4. New products development

- ⊙ Indoor new generation enterprise mesh wireless AP (WiFi 8)
- ⊙ Outdoor new generation enterprise mesh wireless AP (WiFi 8)
- ⊙ A viable model for secure AI access to edge computing devices
- ⊙ AI services running in smart IoT environments
- ⊙ Rack and pre-integrated systems (integrating Camera, NVS, Switch, Server)

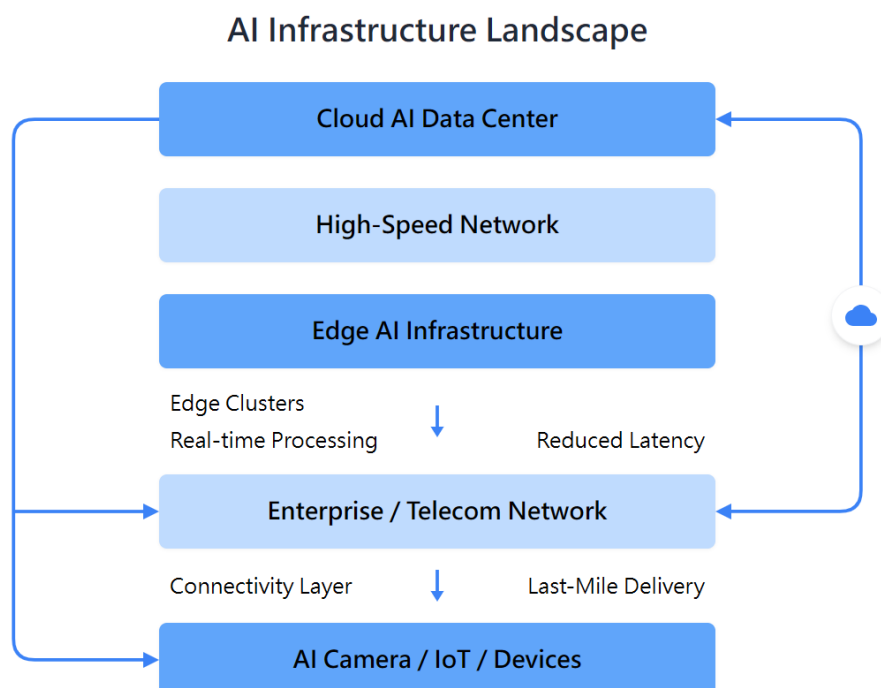
4.1.2 Industry Overview

1. Current Status and Future Development

(1) Industry development trends

The global Information and Communications Technology (ICT) sector is entering a new cycle of structural transformation. Driven by the rapid advancement of Artificial Intelligence (AI), cloud computing, edge computing, and high-speed networking technologies, global IT infrastructure is evolving from a traditionally centralized data center model toward a new paradigm of “cloud–edge collaborative computing”. The accelerated advancement of generative AI and large language models (LLMs) has significantly increased the demand for data computation and transmission. The training and inference of AI models involve substantial data exchange and require high-performance computing capabilities, making high-speed networking, HPC, and intelligent data processing platforms essential infrastructure for the AI-driven era.

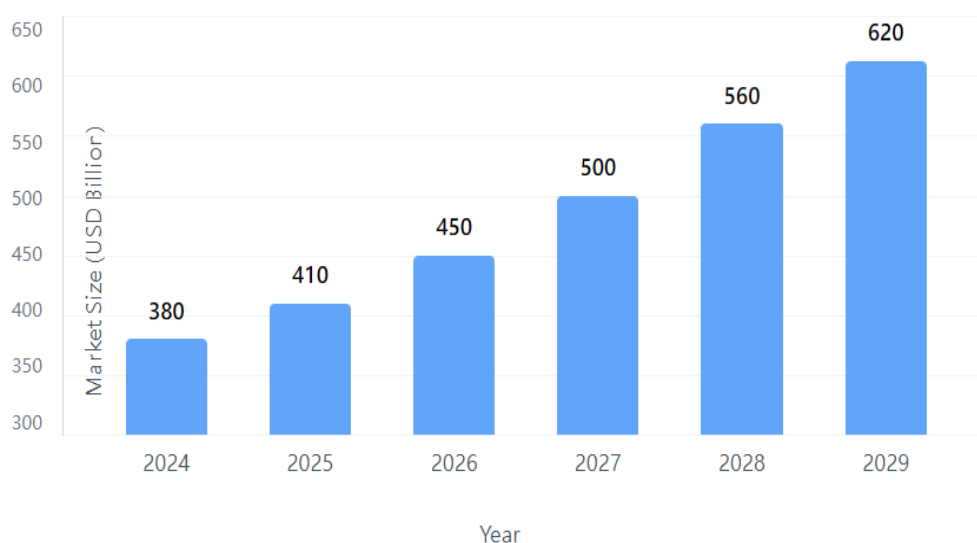
Under the new technological framework, enterprise IT systems are progressively evolving from traditional centralized data centers toward distributed computing architectures. Cloud data centers focus on large-scale AI training and data analysis, while edge computing devices are responsible for real-time processing and AI inference, bringing computing closer to end-use scenarios, minimizing network latency, and elevating system performance. The advancement of this architecture supports the widespread adoption of AI across sectors including smart manufacturing, smart cities, intelligent transport, smart retail, and smart healthcare, promoting digital transformation worldwide.



The AI infrastructure framework presents a comprehensive view of computing and network architecture, spanning from cloud data centers to terminal devices. The overall system architecture comprises five major layers. At the top layer is the Cloud AI Data Center, consisting of GPU clusters and large-scale storage infrastructure, responsible for AI training, data management, and HPC, with high-speed interconnects supporting PB-scale data processing workloads. The second layer is the High-Speed Network, built on 400G/800G switches to create a high-bandwidth and scalable network fabric, utilizing fiber optics and global backbone connectivity to ensure fast data exchange between data centers and edge nodes. The third layer is the Edge AI Infrastructure, featuring edge clusters and AI acceleration modules that enable real-time processing and inference close to data sources, minimizing latency and improving responsiveness. The fourth layer is the Enterprise/Telecom Network, including core routers, Wi-Fi access points, and 5G/private networks, enabling connectivity between enterprises and end devices as well as last-mile transmission. The bottom layer consists of AI cameras/IoT/Devices, and intelligent endpoints, covering application scenarios such as smart city monitoring, industrial IoT, and smart devices. The overall architecture forms a complete AI infrastructure ecosystem spanning cloud training, edge computing, and endpoint devices.

As AI, cloud computing, and edge computing technologies advance rapidly, the global AI Networking and AI Infrastructure market is experiencing steady and sustained growth. Market forecasts reveal that the global market will expand from approximately USD 380 billion in 2024 to USD 620 billion in 2029, indicating strong demand growth over the next five years. This growth is largely fueled by the rapid advancement of generative AI, LLMs, and AI-driven applications, which significantly increase computing and data transmission requirements, thereby raising demand for high-performance AI servers, data center switching systems, high-speed networking equipment, and edge computing infrastructure. Meanwhile, ongoing enterprise digital transformation and intelligent application deployment are prompting enterprises and telecom operators to upgrade network and computing infrastructure to support low-latency, high-bandwidth, and high-reliability AI application environments. Overall, supported by ongoing AI innovation and expanding use cases, the AI Networking and Infrastructure market is expected to maintain long-term growth momentum and become a key growth driver for the global ICT industry.

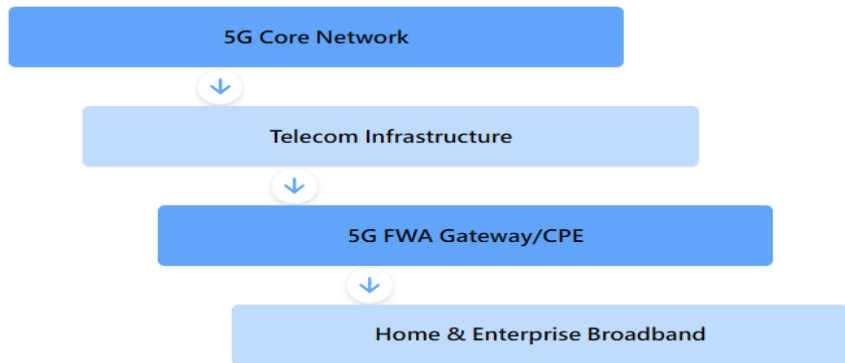
Global AI Networking & Infrastructure Market Forecast



Source: IDC, Worldwide AI Infrastructure Forecast (various releases); this chart is an aggregated and modeled view based on publicly available IDC data and industry analysis for illustrative purposes.

Moreover, with the maturation of Wi-Fi 7 and next-generation high-speed networking technologies such as 100G/400G/800G switches, together with rising AI demands for low latency, high bandwidth, and high reliability, enterprise network infrastructure is undergoing continuous upgrades and transformation. In the SMB and enterprise network segments, manufacturing competition is becoming increasingly intense, leading to sustained pricing pressure. Brand vendors are implementing diverse supply chain strategies, which further heighten competition within the OEM/ODM manufacturing sector. Therefore, reliance on traditional networking OEM/ODM models is becoming insufficient to sustain long-term competitive advantage, as the industry transitions toward higher value-added system integration and comprehensive solution offerings. In line with this transformation, telecom-grade network equipment and high-speed data transmission infrastructure are emerging as critical growth segments. The telecom equipment sector is defined by high technological barriers, extended product lifecycles, and stringent certification standards. These factors contribute to greater value-added potential and more resilient business models. Recently, 5G Fixed Wireless Access (FWA) has emerged as a pivotal application driving rapid growth in the global telecommunications industry. By utilizing 5G mobile networks to deliver high-speed broadband, FWA serves as a crucial alternative to fiber-optics. It is particularly valued by global telecom operators for its ability to rapidly deploy high-speed Internet in regions where fiber installation is cost-prohibitive or infrastructure is lacking.

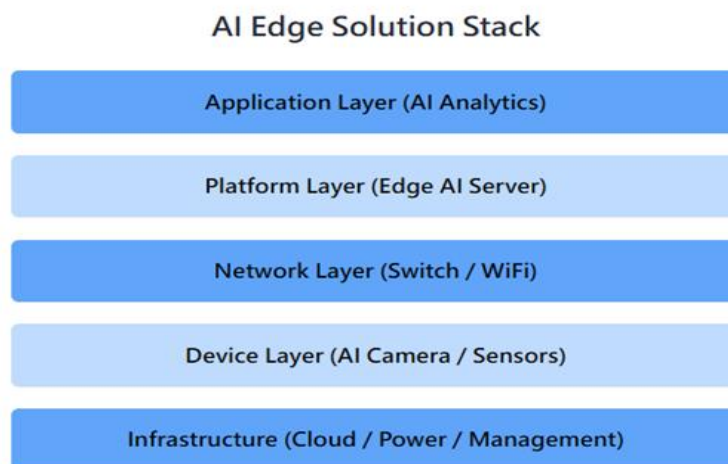
Telecom Wireless & 5G FWA Growth Strategy



This strategic roadmap outlines the company's development direction within the telecom wireless and 5G FWA markets. The architecture is structured in a top-down hierarchy, covering the 5G Core Network, Telecom Infrastructure, 5G FWA Gateway/CPE, and extending to Home and Enterprise Broadband, thereby creating a complete telecom broadband ecosystem. As global operators expedite 5G deployment, FWA has become an essential solution for delivering high-speed broadband to homes and businesses, lowering deployment costs while quickly expanding service coverage. In terms of market strategy, enterprises and SMB segments previously focused on Wi-Fi APs and traditional broadband, a competitive market led by ODM manufacturers. In the future, the strategy will shift toward telecom-grade 5G FWA solutions, using 5G cell towers and gateway devices to provide higher bandwidth and more reliable wireless broadband services. This strategy offers higher technical entry barriers and longer product lifecycles, while fostering stronger collaboration with telecom operators to accelerate the adoption of 5G FWA Gateway/CPE and expand broadband applications in residential and enterprise sectors.

The Server + Switch + Camera Solution Stack outlines a comprehensive AI Edge architecture that consolidates servers, switches, and smart cameras to create a complete system from data capture to smart analytics. The overall system architecture is organized into four major layers, following a bottom-up approach. The bottom layer is the Device Layer, comprising AI cameras and sensors that collect real-time image and environmental data for smart surveillance, industrial IoT, smart city, and other applications. These devices convert physical data into digital information, serving as the input for subsequent analysis. The second layer is the Network Layer, utilizing managed switches to provide stable, high-speed data transmission and PoE (Power over Ethernet) capabilities, enabling both power supply and data transmission through a single cable, thereby enhancing deployment efficiency. The third layer is the Platform Layer, built on Edge AI Servers that perform real-time processing, AI inference, and data storage. Edge-based processing decreases latency and lowers the burden on networks caused by transmitting large data volumes to the cloud. The top layer is the Application Layer, offering AI video analytics platforms and various intelligent applications, including security monitoring, behavior recognition, as well as

operational management and analysis. Together with cloud integration, power, and management systems, this forms a comprehensive AI Edge Infrastructure solution suitable for enterprise, urban, and industrial applications.



As AI continues to advance, enterprise IT architectures will gradually integrate computing, networks, and intelligent devices, creating a new generation of digital infrastructure built around AI. Together, AI Servers, Data Center Switches, Enterprise Networks, Edge AI Servers, and intelligent sensors form a full AI infrastructure. By integrating Servers, Switches, Wireless Networks, and intelligent devices, the company can provide comprehensive AI Edge Infrastructure solutions that support high-speed computing, real-time analytics, and intelligent applications, while reinforcing its competitiveness in the global ICT market.

(2) Future challenges and opportunities

◆ Opportunities

The company's current product portfolio comprises enterprise Wi-Fi, Ethernet switches, gateways, cameras, servers, and a cloud management platform. These offerings collectively establish a complete Edge AI Infrastructure stack. By combining these products, the company is capable of creating integrated Edge AI solutions, encompassing AI cameras, edge AI servers, network switches, and cloud-based management platforms. This integrated capability provides a strong competitive edge in the market. Looking ahead, the company's growth will be supported by three main areas:

The first area is AI Edge Infrastructure, consisting of edge AI servers, AI cameras, switches, Wi-Fi, and AI platforms. These solutions are applicable across smart factories, smart retail, and smart campuses. The second is Telecom Wireless and the 5G FWA market, including telecom-grade wireless equipment and 5G FWA solutions. The third is Enterprise Networking, including Wi-Fi 7, Multi-Gigabit Switches, and Cloud Networking solutions.

Market segment	Key requirements	Strategic products	Market forecast (CAGR)
Cloud data centers	AI model training	800G high-speed switches, DC-MHS servers	15% - 20% growth potential
Edge computing layer	Real-time inference	AI edge servers, SmartNIC	Over 30% (Edge AI sector)
Enterprise and industrial end	Smart surveillance and automation	AI Camera, WiFi 7/8, industrial-grade switches	Accelerating Wi-Fi 7 penetration
Telecom market	5G broadband replacement & deployment	5G FWA Gateway, CPE equipment	FWA-driven fiber replacement wave

◆Challenges and Responses

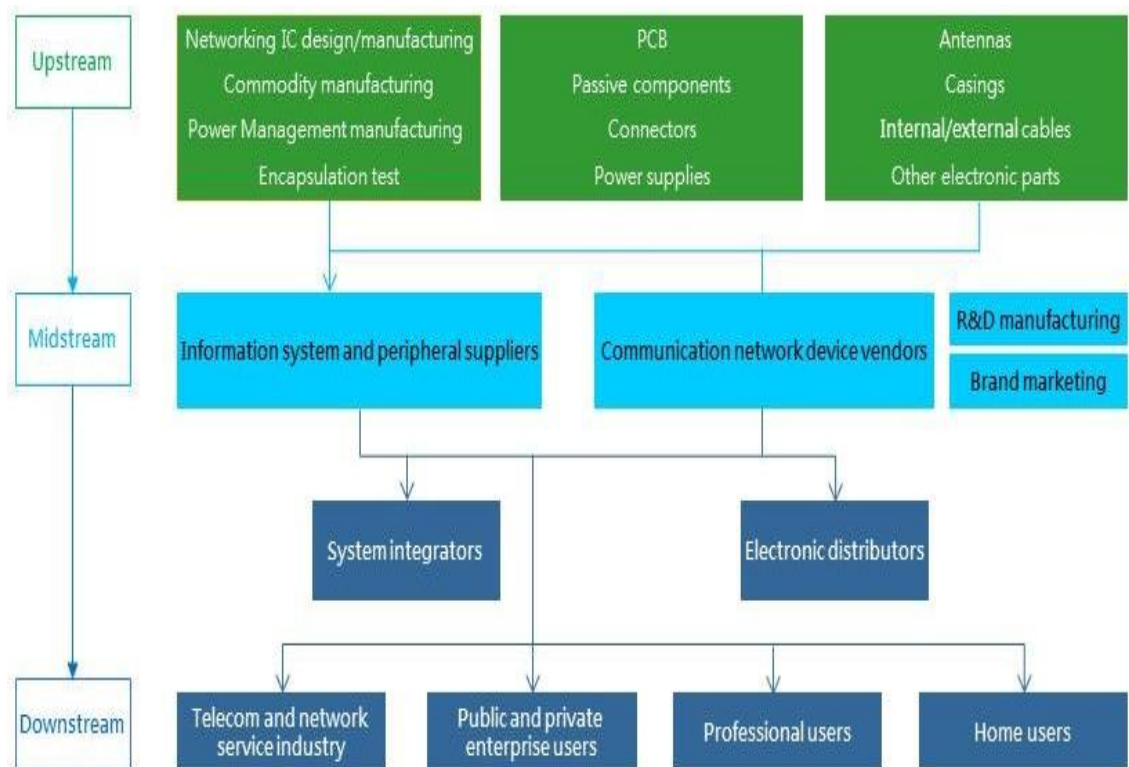
AI-specific hardware like H100 GPUs and TPUs are expensive, while high-wattage processing creates intensive power and thermal management burdens. To address these challenges, the company has developed 2,000W–5,000W Titanium-grade high-efficiency power modules. In addition, the company is promoting hybrid cloud architectures that enable enterprises to complete critical upgrades while reducing operating expenses.

Technical dimension	Traditional enterprise networking equipment	AI Infrastructure	Key technological transition
Transmission bandwidth	1GbE/10GbE/100GbE	400GbE / 800GbE	Meets the massive throughput demand required for model parameter exchange during AI training
Latency requirements	Milliseconds (ms)	Microseconds (μs)/Ultra-low latency	Inference operations are extremely sensitive to latency and necessitate zero-packet-loss technology
Network management	Simple Network Management Protocol (SNMP)	Artificial intelligence for IT operations (AIOps)	Dynamically adjusts bandwidth and optimizes traffic paths using AI
Computing integration	Standard packet switching	Edge & SmartNIC integration	Enables local AI inference and offloading directly at networking nodes
Power management	500W – 1000W grade	2000W – 5000W titanium-grade	Provides stable power supply to support high-consumption GPU computing

2. Relationship with Up-, Middle- and Downstream Companies

The company's primary products include wireless network system (Wi-Fi), wired network system (Switch) and enterprise wireless communication system (long-distance telephone communication systems) which belongs to the midstream industry where the upstream industries include the semiconductor, electronic components, printed circuit board, machinery, metal components and plastics. The downstream industries include the dealers, system integrators, telecommunications operators, Internet phone operators, telecommunications equipment manufacturers, switch system manufacturers, wireless switch equipment manufacturers and wireless terminal equipment manufacturers, etc. The company maintains stable collaboration with its upstream manufacturers.

In addition, the company's products are marketed to system integrators and distribution agents. We have maintained long-term relationships with various distribution and system integration companies, and do not directly face end-users such as manufacturing and service industries. The following is an illustration of the upper, middle, and lower correlations among the industries to which our Company belongs.



3. Development trends for the products

- ◆ Wi-Fi 7/8 and 5G convergence is advancing toward seamless switching across heterogeneous networks, with Wi-Fi 7/8 integrated into 5G core networks to deliver uninterrupted services for smart city and edge applications. Wi-Fi 7/8's increased bandwidth and multi-link capabilities are expected to facilitate significant breakthroughs in VR/AR and industrial applications.
- ◆ With Wi-Fi 7 adoption accelerating, demand for Multi-G switches and 800G

high-speed interconnects is increasing, driving growth in 2.5GbE and 10GbE ports. Multi-G switches are projected to account for 25% of total sales by 2026. In data centers, the shift from 400G to 800G switching has become a mainstream trend to meet the high throughput requirements of AI model training.

- ◆ The integration of AIoT and smart video solutions is transforming enterprise networks from data transmission systems into platforms with real-time AI inference capabilities. By combining AI cameras, NVRs, and edge servers, the company is advancing integrated rack-level solutions for crowd analytics, industrial inspection, and public safety use cases.
- ◆ High-performance power supply and ESG trends: The computational intensity of AI servers is driving demand for 3,000W–5,000W titanium-grade power solutions to reduce energy consumption and enhance sustainability performance.

Technology standards	Wi-Fi 7	Wi-Fi 8 (Planned Development Project)
Core Frequency Bands	2.4 / 5 / 6 GHz	Potential expansion into bands above 6 GHz
Maximum Bandwidth	320 MHz	320 MHz+ (Optimized for spectral efficiency)
Modulation mode	4096-QAM	Ultra-high-order modulation algorithms
Data speed	30 - 46 Gbps	Significantly increases multi-user concurrent throughput
Market position	Deployment rate is expected to reach 40% by 2028	Capturing opportunities in the next generation of AIoT high-speed connectivity

4. Competition for the products

Facing intensifying ODM competition and pricing pressure in the SMB segment, the company has adopted a strategy focused on “differentiation and integration”. The company integrates Servers, Switches, and Cameras through its in-house R&D capabilities to facilitate comprehensive AI Edge Infrastructure Solutions, thereby avoiding price competition in single hardware products.

4.1.3 Research and Development

1. Research and Development Expenses

The company’s R&D expenditure was NT\$ 1,005,328 thousand in 2025.

2. Overview of Research Achievement

The following is the products and technologies successfully developed by the company in 2025.

1. OCP servers: Mass production is ready for OCP-compliant servers equipped with standardized DC-SCM modules. Designed with high flexibility, the system supports a wide range of workloads, from general-purpose computing to AI workstation applications utilizing high-performance GPUs.
2. Edge computing: Completed the development of edge servers based on Intel next-generation Xeon 6 SoC, effectively elevating our product value in the edge computing market.
3. Enterprise Linux ecosystem integration: The company has developed next-generation SmartNICs based on the Xeon 6 SoC, successfully certified with the Red Hat OpenShift platform. This solution supports dynamic Network Functions Virtualization (NFV), delivering robust, server-grade Secure Control Module (SCM) management functionality.
4. Innovation: The company has developed a security control module (Edge-SCM) complied with OCP standards. While providing functional equivalence with DC-SCM, its form factor has been optimized to accommodate the space constraints of edge servers and network switches.
5. Titanium-grade power supply: The company has developed a 3,200W fully digital Titanium-grade server power supply. By combining high efficiency and robust reliability, this solution assists data centers in reducing carbon emissions and lowering operational expenditures.
6. AI NVS: The company has developed an NVS system with edge AI analytics. Through a cloud-based management platform, the system processes and analyzes video streams from conventional IPCAMs, thereby immediately enhancing and upgrading existing surveillance infrastructure. For instance, the company has developed a “surrender gesture” detection and alert system for 7-Eleven staff, successfully broadening the application of its cloud surveillance solutions into the smart retail market.
7. AI camera: The company has developed cloud IP cameras featuring facial recognition capabilities that enable multi-angle identification with cloud AI intelligence. The system supports synchronized multi-camera tracking of individual movements and incorporates a natural language-driven AI surveillance alert system.
8. IPv6 certification: The company has developed a VPN Gateway that successfully obtained IPv6 certification from Japanese telecommunications carriers, effectively establishing a foothold in the Japanese market.

9. Layer 3 Ethernet: The company has successfully developed L3 switches integrated with a cloud-based network management system to provide comprehensive networking solutions.
10. Enterprise access control systems: The company has developed a cloud-based video surveillance system equipped with 3D facial recognition and ultra-wideband (UWB) short-range wireless communication. Certified to meet UL 864, UL 294, and UL 2610 fire and access control standards, the system applies to smart operational management.
11. Enterprise access control systems: The company has developed cloud-based access control and security solutions utilizing power over RS485 and Sub-G wireless communication technologies. This approach minimizes installation complexity while providing greater deployment flexibility.

4.1.4 Long-term and Short-term Development

1. Short-term Development (Key initiatives for 2026)

- (1) Build more partnership for market strategies
Proactively seek partnerships with global Value-added Distributors (VADs), System Integrators, Wireless Internet Service Providers (WISPs), and ISPs. In the 400G/800G high-speed switching and AI server segments, strengthen strategic partnerships with major Data Centers and cloud service providers.
- (2) Strengthen collection of market information and understand customers' needs
By collecting feedback from general end users and professional users, the company reinforces its understanding of AI edge application scenarios and ensures accurate development direction for Edge AI Appliances and Wi-Fi 7/8.
Through first-line user interaction, the company optimizes the recognition accuracy and integrated user experience of AI surveillance cameras and smart access control systems.
- (3) Strengthen the ability to sell and provide service for the system and equipment
Improve the technical knowledge and solution planning capabilities of Field Sales Engineers (FSE) and Field Application Engineers (FAE) in AI server architecture and high-speed network systems.
Enhance the customer service department's real-time support capability for the Senao Cloud management platform, ensuring customers can seamlessly manage large-scale AIoT deployments.
- (4) Global manufacturing deployment and resilience improvement

Ensure the Vietnam Plant reaches efficient mass production capacity to support labor-intensive products and large-scale production orders. Transition the Taiwan Hwa-Ya Plant into a high-complexity, highly automated production hub for AI servers and high-end networking equipment.

Utilize the Hyderabad R&D center in India to support local bids and customer services, realizing the strategy of “local production, local service.”

2. Long-term Development (Development goals for 2027-2030)

(1) Strengthen construction of partnership for technology strategies

Form strategic technical alliances with key component manufacturers and third-party suppliers, including providers of high-performance AI acceleration chips and AI operating systems.

Explore potential partnership with quantum computing algorithm developers to establish early technological readiness for next-generation encrypted communication equipment.

(2) Develop the cloud technology to offer customers the convenience brought out by the cloud service

Transform the Senao Cloud management platform from device-level and regional management into a global enterprise-grade AI management system. Develop an integrated one-stop AI Infrastructure Platform combining "AI cameras, network switches, and servers," offering automation, security monitoring, and data analytics functions.

(3) Product differentiation and integrated solutions

◆ Listen to users and consumers: Position as a pioneer in AI edge computing demand by turning complex computation into intuitive operation experiences.

◆ Continuous innovation in products and technologies: Enable flexible AI deployment across vertical industries through a “Server + Switch + Camera” integrated technology stack.

◆ Develop high-quality and high-performance products: Deploy high-efficiency power modules (2,000W–5,000W titanium-grade) and green manufacturing practices to deliver superior total cost of ownership (TCO).

◆ Flexible and efficient project execution: Utilize global R&D resources to accelerate integrated system development and shorten time-to-market cycles.

(4) Continuous pursuit of excellence in hardware R&D and product design.

Develop world-class circuit design capabilities, combined with increasingly stable software and AI inference models, to ensure optimal system operation.

Actively advance the company’s strategic transformation from a traditional networking ODM to a next-generation AI Infrastructure leader in industrial and enterprise markets.

4.2 Market and Sales Overview

4.2.1 Market Analysis

1. Sales (Service) Region

Unit: NT\$ Thousand

AREA \ YEAR	2025		2024	
	Sales Amount	%	Sales Amount	%
America	12,822,926	85.28%	9,619,877	80.27%
Asia	1,198,767	7.97%	1,620,635	13.52%
Europe	821,452	5.46%	525,884	4.39%
Taiwan	184,279	1.23%	202,079	1.69%
Others	8,244	0.05%	16,327	0.13%
Sum	15,035,668	100.00%	11,984,802	100.00%

2. Market Share

As of Q3 2025, the enterprise wireless market continues to be led by Cisco (37.4%), HPE/Aruba (19.3%), and Ubiquiti (11.3%). The company is not only consolidating its existing market share but also shifting toward AI and telecom-grade networking segments to improve its positioning in the global networking competition.

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

US market: The US has strong demand for retail analytics and security applications, where edge computing solutions can gain entry through information security-related requirements.

India market: India will play a key role as a hub for sales, service, and R&D, supporting digital transformation and enabling localized manufacturing and service delivery.

Japan market: Strengthen collaboration with local system integrators to expand presence in telecom and enterprise equipment markets.

Southeast Asia market: Expand into emerging markets such as Vietnam to diversify market exposure and reduce dependence on the Americas.

4. Competitive niche, positive factors for future development

(1) Global manufacturing deployment

- ◆ Taiwan Hwa-Ya Plant: Dedicated to high-complexity manufacturing and server-related products.
- ◆ Vietnam Plant: Its mass production scale has surpassed the combined output of the Hwa-Ya I and II facilities, supporting large-scale production orders.
- ◆ India location: Through the Hyderabad R&D center, the company actively participates in local tenders and enhances responsiveness to large telecom operator projects.

(2) Strong R&D capabilities

The company employs 520 R&D personnel, with R&D spending accounting for approximately 6.5%, and is capable of integrated development across hardware, software, and cloud platforms.

5. Negative factors for future development and countermeasure

(1) A large number of competitors and price competition in the market

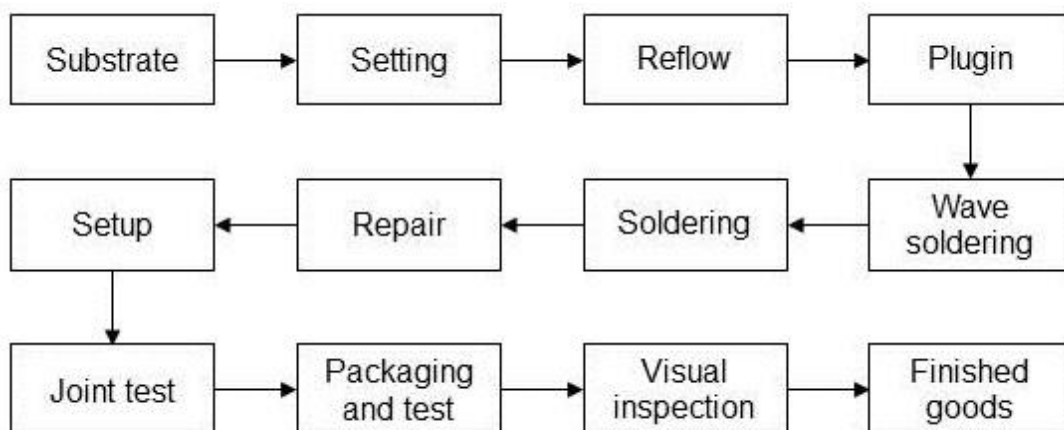
Responsive strategy : The company will continuously expand new customers, optimize factory production efficiency and performance, and increase proportion of general materials, so as to reduce product cost. It will also pay attention to market demand and focus on main products with high market demand. Moreover, it will intensively develop high value-added niche products and strengthen brand competitiveness, in order to increase market share and profitability.

4.2.2 Production Procedures of Main Products

1. Major Products and Their Main Uses

Product Line Name	Key Purpose
Wireless network system products	WLAN system
Wired network system products	WLAN system, provide enterprise network information security protection
Network computing equipment system products	Systems that perform computations via network connections
Server and edge computing equipment system products	Systems that can perform computations directly on application devices
Cloud management software	Integrated management of network system devices and applications

2. Major Products and Their Production Processes



4.2.3 Supply Status of Main Materials

The major raw materials are basically categorized into electronic materials, mechanism materials and packing materials. Except such special components as IC semi-conductor, RF module, and special quartz crystal unit, most of the electronic materials are purchased from domestic electronic components suppliers, in consideration of the requirement for high-quality products and other special requirements. The mechanism and packing materials are mostly procured from domestic suppliers but produced based on the company's own design and mold. Meanwhile, for the sake of environmental protection awareness, the procured parts all comply with the RoHS. For the time being, the supply of raw materials is stable and on time.

4.2.4 Major Suppliers and Clients

1. Major Suppliers in the Last Two Calendar Years

Unit: NT\$ Thousand

Item	2025				2024			
	Name	Amount	Percent %	Relation With Issuer	Name	Amount	Percent %	Relation with Issuer
1	WT	1,117,597	10.74	NA	WT	1,026,822	12.75	NA
2	Others	9,292,090	89.26	NA	Others	7,027,891	87.25	NA
	Net purchases	10,409,687	100.00	-	Net purchases	8,054,713	100.00	-

Note : Primarily due to adjust the purchase supplier.

2. Major Clients in the Last Two Calendar Years

Unit: NT\$ Thousand

Item	2025				2024			
	Name	Amount	Percent %	Relation with Issuer	Name	Amount	Percent %	Relation with Issuer
1	A	5,252,508	34.93	NA	B	3,188,827	26.61	NA
2	B	2,238,519	14.89	NA	A	2,233,770	18.64	NA
	Others	7,544,641	50.18	NA	Others	6,562,205	54.75	NA
	Net sales	15,035,668	100.00	-	Net sales	11,984,802	100.00	-

Note : Primarily due to the difference in the demand of customers orders.

4.3 Human Resources

Year		2024	2025	Data as of March 10, 2025
Number of Employees	Manager	16	20	24
	Staff	1,363	1,512	1,521
	Operating Labor	937	980	921
	Total	2,316	2,512	2,466
Average Age		38.33	39.03	39.29
Average Years of Service		4.50	4.63	4.84
Education	Ph.D.	0.13%	0.24%	0.20%
	Masters	18.40%	19.31%	19.51%
	Bachelor's Degree	57.08%	59.24%	59.33%
	Senior High School	21.76%	18.79%	18.33%
	Below Senior High School	2.63%	2.42%	2.63%

4.4 Environmental Protection Expenditure

4.4.1 Total Losses and Penalties (NA)

4.4.2 Countermeasures (NA)

4.5 Labor Relations

4.5.1 List any employee benefit plans, continuing education, training, retirement systems, and the status of their implementation, and the status of labor-management agreements and measures for preserving employees' rights and interests.

1. Employee benefit plans, continuing education and training

- (1) In order to upgrade the employee benefit plans, the company contributes workers' benefits, organize the worker benefit committee, plan, supervise and boost employee benefits to favor employees in work, life, safety and health.
- (2) According to the Labor Insurance Act, the company's employees shall be enrolled into the labor insurance program, and also the group insurance program at the company's expenses. The employees' dependents are allowed to be enrolled into the group insurance at their own expenses. The company will provide the periodic health examination without charge to help the employees with self-health care and ensure the soundness of the company's talent assets to provide the employees and their dependents with perfect care and protection.
- (3) In order to ensure the employees' competence and competency development to achieve the company's common target, the company provides employees with an open and diversified learning environment. The colleagues may upgrade their competency through complete new employee orientation, professional internal and external educational training, on-the-job training(OJT), online learning resources and management training program and maintain the competitiveness for the company.
- (4) According to the TTQS, the company establishes the "Training Quality Management Rules" and "Rules for Identification of Specific Workers' Qualifications" and organizes various seminars and training programs to upgrade employees' competency and knowledge, strengthen their work attitude and upgrade the business performance.

2. Retirement system and status of implementation thereof

In order to stabilize employees' life after retirement and raise their on-the-job awareness about service, the company establishes its employee retirement management regulations in accordance with the Labor Standards Act, which expressly state the company's retirement conditions, payment rate and application procedure. Meanwhile, the company founds the employee pension reserve supervisory committee pursuant to laws and contributes the pension fund and deposit the same at Central Trust of China in the name of the employee pension reserve supervisory committee on a monthly basis and contributes 6% of the employee salary to the employee's personal pension account maintained at Bureau of Labor Insurance on a monthly basis.

3. Status of labor-management agreement

The company follows all labor laws and related requirements and holds Management and Labor Council periodically. The labor and management both comply with the employment agreement, work rules and other management regulations. The company also installs the employee mailbox to provide the employees with more communication channels with the company.

4. Measures for preserving employees' rights and interests

The company establishes the sound human resource management regulations which expressly state the employees' right and obligation and benefits to preserve the employees' rights and interest.

5. Protection measures and implementation against work environment and employees' personal safety and health

In consideration of the importance of protection measures against work environment and employees' personal safety, the company has passed ISO 14001 environmental management system and ISO 45001 occupational safety and health management system certification and, therefore, may protect employees' work environment effectively. Meanwhile, the company also provides the following specific measures.

Item	Contents
Access control	1. The company is equipped with the access control system and surveillance system. 2. The company hires security personnel to preserve the safety at the factory premises.
Maintenance and check of equipment	1. According to the Regulations for Inspecting and Reporting Buildings Public Security, the company contracts some professional company to conduct the public security once per two years. 2. According to the Fire Services Act, the company contracts the fire protection inspection to external suppliers each year. 3. The company maintains and checks high-voltage and low-voltage electric equipment, lifts and fire protection gears periodically.
Accident prevention	1. The company provides appropriate safety protective equipment for operations that involve risks or may cause hazards, such as earplugs for noise-related work, insulating gloves for electrical work, and masks and gloves for chemical operations, etc. 2. The company has established contractor's operation management regulations for hazardous operations, such as elevated work, hot work, and lifting operations, and

	also provided appropriate safety equipment (Such as safety helmets, safety belts, safety shoes, etc.).
Advice on hazard factors in contractor's operation	The company expressly advises the hazard factors in operation in the "Contractor's Written Letter of Undertaking for Environmental Protection and Safety & Health Management".
Preparedness measures and responsive action	1. The company formulated "The Regulations of Environmental, Health and Safety Emergency Procedure", "The Regulations of Business Continuity Plan" along with other methods, and task force and exercise are executed accordingly. 2. The company sets up the Occupational Safety Office and Medical Office dedicated to promoting and executing labor safety and health-related matters.
Physical hygiene	1. The company will provide the periodic health examination without charge to help the employees with self-health care. 2. The company prohibits smoking in all workplaces and organizes health seminars and various first-aid training programs from time to time each year.
Insurance and medical assistance	The company's employees shall be enrolled into the labor insurance program pursuant to the relevant requirements, and also the group insurance program at the company's expenses. The employees' dependents are allowed to be enrolled into the group insurance at their own expenses.

4.5.2 List any loss sustained as a result of labor disputes in the most recent fiscal year, and during the current fiscal year up to the date of publication of the annual report, disclose an estimate of losses incurred to date or likely to be incurred in the future, and indicate mitigation measures being or to be taken. If the loss cannot be reasonably estimated, make a statement to that effect.(NA)

4.6 Cyber security management

4.6.1 Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management

1. cyber security risk management framework

The Information Security Committee is established to supervise the implementation of the company's information security management system, technical standards and maintenance operations. The President serves as the director of information security to demonstrate our commitment to promote

information security. The company's information security unit is the Information Department, which has an Information Director serving as the Executive Secretary. The Information Security Department is established under the IT Department with one person in charge to serve as the Information Security Director to coordinate information security matters.

2. Cyber security policies

An information security management policy has been established to effectively implement the company's information security management system, ensure its operational effectiveness, and maintain continuous supervision and management to protect the confidentiality, integrity, and availability of critical information systems. The purpose of this policy is to provide clear guiding principles for all employees where every employee is obligated to participate and promote this policy to ensure the security and continuous operation of the company's data, information systems, equipment, and networks, achieving sustained operations.

(1) Implement information security and enhance service quality

All employees must execute all relevant measures related to the information security management system. This includes ensuring the confidentiality, integrity, and availability of business data, and protecting against risks of breaches, destruction, or loss due to external threats or improper management by internal personnel. Appropriate protective measures should be selected to reduce risks to an acceptable level, and ongoing monitoring, reviews, and audits must be conducted to strengthen service quality and improve service standards.

(2) Strengthen information security training and ensure continuous operations

Appropriate information security education and training should be conducted annually to address the changing landscape of information security threats. Employees are expected to participate in the training, fostering the understanding that "effective information security requires essential risk assessment." This initiative aims to help employees recognize the importance of information security, comply with security regulations, enhance their emergency response capabilities, and reduce information security risks to achieve sustained operations.

(3) Ensure effective emergency response and rapid disaster recovery

Emergency response plans and disaster recovery plans shall be established for critical information assets and key business operations where regular drills of emergency response processes should be conducted to ensure that, in the event of system failures or significant disaster incidents, swift recovery is possible to maintain the continuity of critical operations and minimize losses.

3. Concrete management programs

- (1) Set up an account according to the needs of personal work authority and access rights are handled exclusively by system administrators.
- (2) Colleagues need to use SSLVPN to connect when they go out, and the login password is changed regularly.
- (3) Only compliant computers are allowed to access company resources.
- (4) Wireless network requires 802.1X authentication.
- (5) Windows operating system updates are distributed regularly.
- (6) All company computers need to be added to a domain, installed with antivirus software, and managed assets.
- (7) File server enabled audit records
- (8) Regularly perform system backup, backup off-site storage and system restore drills.
- (9) Join the information security information sharing platform to update information security information in a timely manner.
- (10) All partners are required to sign a confidentiality agreement.

4. Investments in resources for cyber security management

- (1) Certified by ISO27001:2022 Information Security Management System and obtained third-party verification (TUV NORD Taiwan). The certification is valid from November 1, 2024 to October 31, 2027.
- (2) To set up network firewalls, cloud management switches and wireless network base stations, corporate network access control, email antivirus, spam filtering, antivirus software installation, employee VPN Multi-factor authentication, and SSL encryption.
- (3) Regularly use vulnerability scanning tools to detect systems and network devices, identify all known risks and vulnerabilities, and carry out patches and vulnerability corrections to reduce the attack surface of the system and network and avoid malicious intrusions and vulnerabilities. Conduct source code review and establish local and remote backup mechanisms for important systems or services.
- (4) Appoint third-party professional units to conduct penetration tests every year to reduce the impact of human or natural factors on the company's operations. It is to understand and evaluate the organization's network environment and system security, verify the security level and effectiveness of the current information security protection, and use it as a method to reinforce loopholes, improve methods, and enhance system security.
- (5) In 2024, the "ISMS, Information Security Concepts and Trending Technologies" course was held with a total of 815 participants of training to strengthen employees' awareness and understanding of information security risk management.

- (6) Regular social engineering drills are conducted to simulate phishing emails from hackers to review employees' awareness of security risks, supplemented by information security promotion and education training.
- (7) Regularly announce information security via e-newsletters, including the latest information security trends and recent major domestic and international information security incidents, to enhance employees' awareness towards information security.
- (8) Conduct annual ISO 27001 ISMS internal and external audits, risk assessments and operational impact analysis.
- (9) Conduct annual information system disaster recovery drills.
- (10) Utilization of a SIEM (Security Information and Event Management) system to enhance cybersecurity protection through data collection and centralized analysis, comprehensive threat monitoring, and visualization of security incidents, thereby ensuring network security.
- (11) Employing MDR (Managed Detection and Response) services to enable quick detection and response to suspicious behaviors and security incidents.
- (12) Implementing source code scanning tools to facilitate regular assessments of developed code to identify vulnerabilities.
- (13) Deploy a centralized privileged account management framework, including privileged access control, activity logging, and regular access reviews, to minimize the risk of account misuse or external intrusion and enhance overall system security.

4.6.2 List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided. (NA)

4.7 Important Contracts

Agreement	Counterparty	Period	Major Contents	Restrictions
Lease	Senao International Co., Ltd.	2024/5/1~2026/4/30	Hwa-Ya Technology Park, factory building	NA
Lease	Lien Hwa Property Development Corp.	2022/6/1~2027/5/31	Office in Nangang District, Taipei	NA

V. Review of Financial Position, Financial Performance, and Risk Management

5.1 Financial Position Comparison for the past two fiscal years

Unit: NT\$ Thousand

Item \ Year	2025	2024	Difference		Comments
			Amount	%	
Current Assets	8,429,284	8,606,330	(177,046)	-2.06%	
Fixed Assets	4,241,313	3,479,738	761,575	21.89%	1
Intangible Assets	70,995	68,409	2,586	3.78%	
Other Assets	638,481	683,729	(45,248)	-6.62%	
Total Assets	13,380,073	12,838,206	541,867	4.22%	
Current Liabilities	5,548,908	5,698,916	(150,008)	-2.63%	
Long-term Liabilities	1,163,646	581,708	581,938	100.04%	2
Other Liabilities	204,563	210,253	(5,690)	-2.71%	
Total Liabilities	6,917,117	6,490,877	426,240	6.57%	
Capital stock	590,609	590,609	-	-	
Capital surplus	1,886,279	1,886,279	-	-	
Retained Earnings	3,706,979	3,574,817	132,162	3.70%	
Other Equity Interest	(80,349)	(24,673)	(55,676)	225.66%	3
Non-controlling interest	359,438	320,297	39,141	12.22%	
Total Stockholders' Equity	6,462,956	6,347,329	115,627	1.82%	
Analysis of differences in the rate of variance exceeding 20% or the indicated amount over NT\$ 20 million :					
1. Resulted by the increase in completion and acceptance of the new factory in 2025.					
2. Resulted by the increase in long-term loans in 2025.					
3. Resulted by the changes in exchange differences on translation of foreign financial statements due to exchange rate changes in 2025.					

5.2 Financial Performance

5.2.1 Analysis of the past two fiscal years

Unit: NT\$ Thousand

Item \ Year	2025	2024	Difference		Comments
			Amount	%	
Operating revenue	15,035,668	11,984,802	3,050,866	25.46%	1
Gross Profit	2,375,197	2,085,985	289,212	13.86%	
Income from operations	401,446	470,144	(68,698)	-14.61%	
Non-operating income & expenses	89,427	82,219	7,208	8.77%	
Income Before Tax	490,873	552,363	(61,490)	-11.13%	
Net income (Loss)	423,496	405,487	18,009	4.44%	
Other comprehensive income (income after tax)	-	-	-	-	-
Total comprehensive income	423,496	405,487	18,009	4.44%	
Other comprehensive loss for the year	(55,362)	70,733	(126,095)	-178.27%	2
Total comprehensive income for the year	368,134	476,220	(108,086)	-22.70%	2
Analysis of differences in the rate of variance exceeding 20% or the indicated amount over NT\$ 20 million :					
1. Resulted by customers completing inventory destocking in 2025, order demand increased.					
2. Resulted by the changes in exchange differences on translation of foreign financial statements due to exchange rate changes in 2024.					

5.2.2 Sales volume forecast and the basis therefor, and describe the effect upon the company's financial operations as well as measures to be taken in response. (NA)

5.3 Cash Flow

5.3.1 Cash flow analysis for the current year

Unit: NT\$ Thousand

Cash and cash equivalents, beginning balance (1)	Net cash flow from operating activities (2)	Net cash flow from investing and financing activities (3)	Cash surplus (deficit) (1)+(2)-(3)	Leverage of cash deficit	
				Investment plans	Financing plans
4,073,866	498,752	(899,446)	3,673,172	-	-

Analysis of change in cash flow in the current year :

1. Operating activities : Primarily due to an increase in net profit, and net cash inflow generated from operation for the period.
2. Investment and financing activities : The cash outflow from investing and financing activities were resulted by the purchase of equipment, payment for plant construction, and the payment of cash dividends.

5.3.2 Corrective measures to be taken in response to illiquidity (NA)

5.3.3 Cash flow and liquidity analysis for the coming year

Unit: NT\$ Thousand

Estimated cash and cash equivalents, beginning balance (1)	Estimated net cash flow from operating activities (2)	Estimated net cash flow from investing and financing activities (3)	Cash surplus (deficit) (1)+(2)-(3)	Leverage of cash surplus (deficit)	
				Investment plans	Financing plans
3,673,172	250,560	(622,790)	3,300,942	-	-

Analysis of change in cash flow in the coming year :

1. Operating activities : Primarily due to an increase in net profit, and net cash inflow generated from operation for the period.
2. Investment and financing activities : The cash outflow from investing and financing activities were resulted by the purchase of equipment, payment for plant construction, and the payment of cash dividends.

5.4 The effect upon financial operations of any major capital expenditures during the most recent fiscal year

5.4.1 The plan of major capital expenditures and source of funds

Unit: NT\$ Thousand

Item	Expected sources of funds	Expected capital expenditure
		2026
Investment of Vietnam's factory	Working Capital and Bank credit	328,295

5.4.2 Expected benefits and effects of corporate finance and sales

For operational needs, investing in building a plant and purchasing production equipment can expand the company's business operation scale and raise profits, and bring a positive effect on finance and sales.

5.5 Reinvestment policy for the most recent fiscal year

5.5.1 Reinvestment Policy in the last year, the main reasons for the profits/losses generated thereby, the plan for improving re-investment profitability

Unit: NT\$ thousands

Item	Remarks	Original investment amount (Note)	Shareholding proportion	Investment profits or losses	The main reason of profits or losses	Improving plan
EnGenius Technologies, Inc.		62,860	100%	(19,595)	The reduced revenue and operating losses were resulted by the decrease in demand for customer orders.	The company is expected to adjust the operating strategy and mitigate the loss.
EnGenius International (Samoa)Ltd.		250,111	100%	(24,806)	The reduced revenue and operating losses were resulted by the decrease in demand for customer orders.	The company is expected to adjust the operating strategy and mitigate the loss.
EnRack Technology Inc.		194,000	100%	842	Due to have profitable performance.	-
Emplus Technologies, Inc.		84,249	50.99%	120,770	Due to have profitable performance.	-
EnGenius Technologies Canada Inc.		4,308	100%	794	Due to have profitable performance.	-
EnGenius Networks Inc.		60,000	100%	5,518	Due to have profitable performance.	-
EnGenius Japan		84,336	100%	(9,374)	Due to the lack of profitable performance	The company is expected to adjust the operating strategy and mitigate the loss.
Senao Networks Vietnam Co.,Ltd. (註1)		628,600	100%	(38,513)	The company is in its start-up phase and have operating losses.	It is expected to accelerate market development and improve the loss situation.
Senao Networks Private Ltd.		29,212	100%	(14,690)	The company is in its start-up phase and have operating losses.	It is expected to accelerate market development and improve the loss situation.

Item \ Remarks	Original investment amount (Note)	Shareholding proportion	Investment profits or losses	The main reason of profits or losses	Improving plan
Senao Networks USA Inc.	25,144	100%	(4,050)	The company is in its start-up phase and have operating losses.	It is expected to accelerate market development and improve the loss situation.
Senao Networks Japan	30,120	100%	(405)	The company is in its start-up phase and have operating losses.	It is expected to accelerate market development and improve the loss situation.

Note : The original investment amount is translated into the original foreign currency using the exchange rates at the end dates of the period.

5.5.2 Investment plans for the coming year

The company has established a Vietnamese subsidiary as part of its operational strategy for overseas production and supply chain. The incorporation registration was completed in September 2023. The company aims to invest NT\$328,295 thousand in 2026 to build plants for production and manufacturing of network communication products while it can also provide scheduling support based on production capacity with the company.

5.6 Risks during the most recent fiscal year and as they stood on the date of publication of the annual report

5.6.1 The effect upon the company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future

1. Interest rate

The company's Interest expense in 2025 was NT\$ 13,909 thousand, accounting for 0.09% of the net sales revenue in 2025. The company's interest expenses are mainly due to bank loan and amortization of right-of-use assets.

The company applies the conservative and stable policy to its fund planning and takes safe management as the first priority when allocating funds. Meanwhile, the company evaluates the currency market interest rate and financial information periodically to help it take appropriate responsive actions in a timely manner. The company utilizes its fund in the most favorable manner, subject to the funding cost and potential reward and risk, in order to mitigate the effect produced by the interest rate to the company's income.

2. Exchange Rate Impact and Management

In fiscal year 2025, the company recorded foreign exchange losses of NT\$10,546 thousand, accounting for approximately 0.07% of net sales. These losses were mainly caused by exchange rate fluctuations.

The company's sales receipts are primarily denominated in U.S. dollars. To reduce the impact of currency movements, the company has gradually increased U.S. dollar-denominated payments for raw materials and regularly reviews its foreign currency exposure. Appropriate hedging measures are taken when necessary to manage exchange rate risks.

3. Inflation

The impact of inflation does not currently have a significant impact on the company's profits and business operations.

5.6.2 The company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future

The company focuses on R&D, manufacturing and sales and does not engage in high-risk or high-leverage investments. The company has established regulations such as "Processing Procedures for Acquiring or Disposing of Assets", "Procedures for Loaning Funds to Others", "Procedures for Endorsement Guarantee Operations", as the basis for the company's relevant actions to be followed. The company manages its finance in a conservative and stable manner and avoids engaging in high-risk and high-leverage investment. In 2025 and as up

to the date of publication of the annual report, the company has not made endorsements/guarantees for others or loaned to others. The company only engages in trading of financial derivatives for hedging and will continue to uphold the conservative and stable policy when trading financial derivatives in the future, primarily in order to evade the risk over fluctuation in foreign exchange rate.

5.6.3 Research and development work to be carried out in the future, and further expenditures expected for research and development work

In the next five years, the company will continue to invest in the development of wireless/wired network products, high-speed network switches, AI edge computing equipment, AI Internet of Things (AIoT) devices, cloud network management systems, etc., and it is expected that 4% to 8% of sales revenue will be used as R&D expenses each year.

5.6.4 Effect on the company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and measures to be taken in response

The company carries out its routine business in accordance with domestic/foreign laws and regulations, and also pays attention to the development of policies and changes in laws and regulations domestically and overseas, in order to control and deal with the changes in the market. Therefore, the company's finance and business has no critical impact on the changes in domestic or foreign policies and laws & regulations in the recent years.

5.6.5 Effect on the company's financial operations of developments in science and technology (including cyber security risks) as well as industrial change, and measures to be taken in response.

Considering that the WLAN equipment involves the high-tech communication industry and the industry is growing rapidly, multiple WLAN commodities and improvements thereon are emerging constantly. Therefore, the company needs to control the changes in technology and industry, and then may maintain the company's strength in keeping its business scale growth. The company engages in R&D as its core business and the private brand marketing. When operating as the Senao International Co. Radio Products Group, the company has developed the WLAN industry for many years and, therefore, is able to precisely control the production equipment, R&D personnel and latest technology. In recent years, in addition to keep innovating and researching & developing various WLAN products, the company is also engaged to the development of network security servers. The changes in technology (including cyber security risks) and industry actually helps the company's business development. Furthermore, in order to expand business extensively, the company will need the fair management system and cost control, and then the company's business may grow stably. Therefore, the company will continue to invest in R&D of equipment and technology and will also

allocate personnel and resources more effectively based on its internal control and allocation of funds.

The company has formulated relevant regulations on the impact of various major information security incidents and corresponding handling measures to provide employees with a reference basis for handling information security incidents, and promotes information security as a key project to enhance employees' understanding of information security incidents. Conduct regular information security risk audits to ensure that the information security risk management mechanism is functioning effectively. In 2025 and as up to the date of publication of the annual report, there have been no technological changes (including information security risks) or industrial changes that would affect the financial business.

5.6.6 Effect on the company's crisis management of changes in the company's corporate image, and measures to be taken in response

The company adheres to the operating principles of integrity and the spirit of down-to-earth. Since its establishment, it has actively strengthened internal management to improve quality and efficiency. The company has continuously introduced more outstanding talents to serve the company, strengthened the management team, and then returned the operating results to shareholders and the society, fulfill social responsibilities. The company also complies with the requirements of the competent authorities and promptly announce and disclose important information. In order to effectively control the quality of communication with the media and avoid improper crisis handling that affects the corporate image, the company has implemented a spokesperson mechanism. In addition, a dedicated unit is set up to handle customer opinions and shareholder suggestions to effectively maintain the company's reputation and image. In 2025 and as up to the date of publication of the annual report, there has been no change in corporate image that caused a corporate crisis.

5.6.7 Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken

The company has no merger and acquisition plan in In 2025 and as up to the date of publication of the annual report. If there is any merger and acquisition plan in the future, it will be handled in accordance with relevant laws and regulations and the company's internal management regulations. The company will also use a prudent attitude to consider whether the merger can bring specific synergies to the company to truly protect the rights and interests of the company's original shareholders.

5.6.8 Expected benefits and possible risks associated with any plant expansion, and mitigation measures being or to be taken

In 2023, the company's board of directors approved the investment and establishment of a subsidiary in Vietnam and the acquisition of land use rights by the Vietnamese subsidiary. This was mainly an operational strategic plan to layout overseas production capacity and supply chain, and to meet customer production needs, disperse production bases and consider Vietnam's lower labor costs. The company plans to build its own factory in Vietnam to engage in the production and manufacturing of network communication products. We can provide scheduling support with the company based on production capacity needs.

5.6.9 Risks associated with any consolidation of sales or purchasing operations, and mitigation measures being or to be taken

The company's main raw material procurement has more than two suppliers to spread the purchase risk. In 2025 and as up to the date of publication of the annual report, no single supplier accounted for more than 30% of the purchase, so there is no risk of concentration of purchase.

In 2025 and as up to the date of publication of the annual report, the company had a single customer whose sales accounted for more than 30% of the revenue. This was resulted by the customer's business growth and increased demand. As the company and customers have maintained a long-term relationship, and there was no single customer with consolidation of sales and changes in the largest customer in 2024 and 2025, the company has demonstrated that it is not dependent on a single customer, and there was no risk of consolidation of sales.

5.6.10 Effect upon and risk to the company in the event a major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10 percent stake in the company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken (NA)

5.6.11 Effect upon and risk to company associated with any change in governance personnel or top management, and mitigation measures being or to be taken (NA)

5.6.12 Litigious and non-litigious matters (NA)

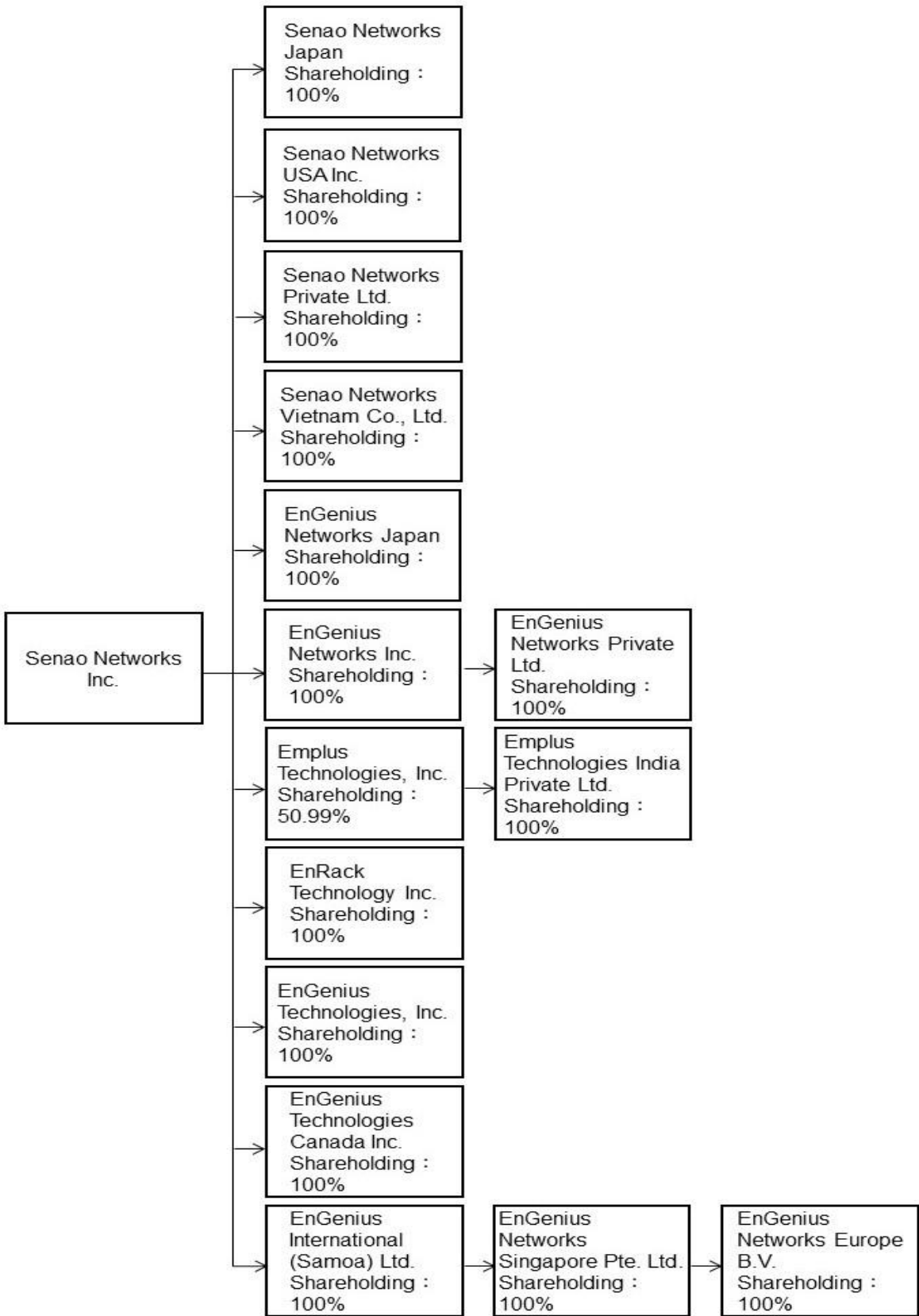
5.6.13 Other important risks, and mitigation measures being or to be taken (NA)

5.7 Other important matters (NA)

VI. Special Disclosure

6.1 Summary of Affiliated Companies

6.1.1 Organization of Affiliated Companies



6.1.2 Basic information of Affiliated Companies

As of December 31, 2025; Unit : NT\$ NT Thousand

Company Name	Date of Incorporation	Location	Paid-in Capital	Business or Product Lines
EnGenius Technologies, Inc.	February 1999	USA	2,095	Sales of communication products
EnGenius International (Samoa) Ltd.	December 2002	Samoa	116,024	Investment holdings
EnGenius Networks Singapore Pte. Ltd.	May 2003	Singapore	114,468	Sales of communication products
EnGenius Networks Europe B.V.	March 2011	Netherlands	55,003	Sales of communication products
EnRack Technology Inc.	July 2016	Taiwan	249,000	Sales of communication products and Sales of manufactured stamping component
Emplus Technologies, Inc.	October 2012	Taiwan	351,315	Research and development, manufacture and sales of communication products
EnGenius Technologies Canada Inc.	January 2018 (Note 1)	Canada	0.229	Sales of communication products
EnGenius Networks Inc.	October 2022	Taiwan	60,000	Sales of communication products
EnGenius Networks Japan	November 2022	Japan	46,676	Sales of communication products
Senao Networks Vietnam Co.,Ltd.	September 2023	Vietnam	642,689	Manufacture and sales of communication products
Senao Networks Private Ltd.	August 2023	India	29,952	Sales of communication products
EnGenius Networks Private Ltd.	September 2023	India	66,867	Sales of communication

Company Name	Date of Incorporation	Location	Paid-in Capital	Business or Product Lines
				products
Emplus Technologies India Private Ltd.	December 2023	India	3,842	Sales of communication products
Senao Networks USA Inc.	February 2025	USA	26,284	Manufacture and sales of communication products
Senao Networks Japan	March 2025	Japan	16,597	Sales of communication products

Note 1: It is the date of incorporation as Senao Networks' affiliated company.

6.1.3 Information about the same shareholders of companies presumed to have a relationship of control or subordination. (N/A)

6.1.4 Industry covered by the business lines carried out by all affiliates

Manufacture and sale of electronic communication products.

6.1.5 Directors, Supervisors and President of Affiliated Companies

As of December 31, 2024

Company Name	Title	Name or Representative	Shareholdings	
			Shares	%
EnGenius Technologies, Inc.	Director & President	Wen-Ho Tsai The representative of Senao Network Inc.	60,000	100
EnGenius International (Samoa) Ltd.	Director	Wen-Ho Tsai The representative of Senao Network Inc.	3,800,000	100
EnGenius Networks Singapore Pte. Ltd.	Director	Pao-Yun Lin The representative of EnGenius International (Samoa) Ltd.	3,750,000	100
	Director	Chee-Kiong Lim The representative of EnGenius International (Samoa) Ltd.		
	Director	Wen-Ho Tsai The representative of EnGenius International (Samoa) Ltd.		
	Director	Feng-Hsiao Yu The representative of EnGenius International (Samoa) Ltd.		
EnGenius Networks Europe B.V.	Director	Wen-Ho Tsai The representative of EnGenius Networks Singapore Pte. Ltd.	1,750,000	100
EnRack Technology Inc.	Director	Wen-Ho Tsai The representative of Senao Network Inc.	24,900,000	100
	Director	Po-Chang Lin The representative of Senao Network Inc.		
	Director	Feng-Hsiao Yu The representative of Senao Network Inc.		
	Supervisor	Shih-Huei Pang The representative of Senao Network Inc.		
Emplus Technologies, Inc.	Director	Wen-Ho Tsai	0	-
	Director	Po-Chang Lin The representative of Senao Network Inc.	17,914,608	50.99
	Director	Feng-Hsiao Yu The representative of Senao Network Inc.		
	Director	Pei-Chuan Liou The representative of Senao Network Inc.		
	Director	Wei-Shiou Jian	2,133,146	6.07
	Supervisor	Han-Yu Tsai Shenglong Investment Co., Ltd.	6,153,696	17.52
	Supervisor	Han-Chun Tsai Huayatai Investment Co., Ltd.	6,127,535	17.44
EnGenius Technologies Canada Inc.	Director	Wen-Ho Tsai The representative of Senao Network Inc.	100	100
	Director	Feng-Hsiao Yu The representative of Senao Network Inc.		
	Director	Chiao-Ling Ou The representative of Senao Network Inc.		

Company Name	Title	Name or Representative	Shareholdings	
			Shares	%
EnGenius Technology Inc.	Chairman	Feng-Hsiao Yu The representative of Senao Network Inc.	6,000,000	100
EnGenius Networks Japan	Director	Feng-Hsiao Yu The representative of Senao Network Inc.	15,000	100
Senao Networks Vietnam Co.,Ltd. (Note)	Chairman	Wen-Ho Tsai The representative of Senao Network Inc.	-	-
Senao Networks Private Ltd.	Director	Pei-Chuan Liou he representative of Senao Network Inc.	7,640,000	100
	Director	Wei-Xiu Jian The representative of Senao Network Inc.		
	Director	Yi-Ching Chang The representative of Senao Network Inc.		
	Director	Venkata Kishore Gandham The representative of Senao Network Inc.		
	Director	Venkata Phani Kumar Darla The representative of Senao Network Inc.		
EnGenius Networks Private Ltd.	Director	Pei-Chuan Liou he representative of Senao Network Inc.	17,850,000	100
	Director	Wei-Xiu Jian The representative of Senao Network Inc.		
	Director	Yi-Ching Chang The representative of Senao Network Inc.		
	Director	Venkata Kishore Gandham The representative of Senao Network Inc.		
	Director	Venkata Phani Kumar Darla The representative of Senao Network Inc.		
Emplus Technologies India Private Ltd.	Director	Wen-Ho Tsa he representative of Senao Network Inc.	1,000,000	100
	Director	Wei-Xiu Jian The representative of Senao Network Inc.		
	Director	Feng-Hsiao Yu The representative of Senao Network Inc.		
	Director	Pei-Chuan Liou The representative of Senao Network Inc.		
	Director	DAVID ROBERT SAMUEL PONRAJ The representative of Senao Network Inc.		
Senao Networks USA Inc.	Director	Wen-Ho Tsai The representative of Senao Network Inc.	1	100
Senao Networks Japan	Director	Feng-Hsiao Yu The representative of Senao Network Inc.	3,800	100

Note : It is a limited company, so it has no shares.

6.1.6 Operating information of Affiliated Companies

Unit: NT\$ Thousand except EPS; As of December 31, 2025

Company Name	Paid in Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenue	Operating Income	Net Income (after tax)	EPS (after tax) (NT\$)
EnGenius Technologies, Inc.	2,095	162,638	117,628	45,010	387,766	(25,606)	(20,287)	(338.12)
EnGenius International (Samoa) Ltd.	116,024	51,567	0	51,567	0	(49)	(25,177)	(6.63)
EnGenius Networks Singapore Pte. Ltd.	114,468	74,251	23,199	51,052	120,058	(17,281)	(25,127)	(6.70)
EnGenius Networks Europe B.V.	55,003	61,971	29,499	32,472	132,047	(7,989)	(8,945)	(5.12)
EnRack Technology Inc.	249,000	540,034	297,360	242,674	542,546	(962)	771	0.03
Emplus Technologies, Inc.	351,315	1,658,860	925,888	732,972	2,450,861	218,875	237,608	6.76
EnGenius Technologies Canada Inc.	0.229	24,168	11,754	12,414	28,786	694	794	7,937.33
EnGenius Technology Inc.	60,000	85,991	23,865	62,126	116,019	11,025	2,530	0.42
EnGenius Networks Japan	46,676	97,845	25,165	72,680	33,744	(9,926)	(9,389)	(625.96)
Senao Networks Vietnam Co., Ltd.	642,689	1,365,817	835,105	530,712	0	(37,678)	(38,513)	— (註)
Senao Networks Private Ltd.	29,952	33,822	25,143	8,679	25,999	(15,023)	(14,695)	(1.92)
EnGenius Networks Private Ltd.	66,867	45,472	4,173	41,299	14,964	(6,711)	(6,971)	(0.39)
Emplus Technologies India Private Ltd.	3,842	8,345	2,561	5,784	418,662	12,682	9,317	9.32
Senao Networks USA Inc.	26,284	20,991	0	20,991	0	(4,546)	(4,050)	(4,050,141)
Senao Networks Japan	16,597	29,984	267	29,717	0	(409)	(405)	(106.49)

6.1.7 Affiliation Report

(Please refer on page 126 herein.)

6.2 Where the company has carried out a private placement of securities during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, disclose the detail. (NA)

6.3 Other matters that require additional description

The implantation of commitments made by the company after its listing and trading on TPEX on December 30, 2013.

Commitment upon Listing on TPEX	Status
Promise that you may ask the company to appoint the CPA or organization designated by you to conduct the external professional inspection within the scope identified by you, whenever it is necessary, and the inspection report shall be submitted to you at the Company's own expenses.	(1) The company has submitted the written letter of undertaking to <u>TPEX</u> on November 18, 2013. (2) Not applicable, before the date of publication of the annual report, and so on.
Promise to add into the "Operating Procedure for Acquisition or Disposition of Assets" the provision requiring that "The company shall not waive capital increase in EnGenius Technologies Inc. ("ETI"), Senao International (Samoa) Ltd. ("SISL (Samoa)"), and EnGenius Networks Malaysia SDN. BHD in next years; ETI shall not waive the capital increase in EnGenius Technologies Miami, inc. and Supertel Technologies Inc. in next years; SISL (Samoa) shall not waive the capital increase in EnGenius International (Samoa) Ltd. ("EISL (Samoa)") in next years; EISL (Samoa) shall not waive the capital increase in EnGenius Networks Singapore Pte Ltd. ("ENSPL") in the coming years; ENSPL shall not waive the capital increase in EnGenius Networks Europe B.V. in the coming years. If any of said companies has to	(1) The company has submitted the written letter of undertaking to <u>TPEX</u> on November 18, 2013. (2) The company has amended the "Operating Procedure for Acquisition or Disposition of Assets" at the general shareholders' meeting held on June 25, 2014. (3) The motion for dissolution of Supertel Technologies Inc. has been approved by <u>TPEX</u> via its approval letter with No. 1040013376. The Company completed the liquidation thereof in June 2016 and reported the same to the <u>TPEX</u> in writing on July 20, 2016. (4) The motion for dissolution of EnGenius Technologies Miami, Inc. has been approved by <u>TPEX</u> via its approval letter with No. 1050023141. The company completed the liquidation thereof in October 2016 and reported the same to the <u>TPEX</u> in writing on November 7, 2016.

Commitment upon Listing on TPEX	Status
waive the capital increase in said companies in consideration of strategic alliance or upon approval of the TPEX, it may do so upon special resolution by the company's Board of Directors.". Meanwhile, the amendments to said Operating Procedure, if any, shall be disclosed on the MOPS and reported to you in writing.	(5) The motion for dissolution of EnGenius Networks Malaysia SDN. BHD. has been approved by <u>TPEX</u> via its approval letter with No. 1030032322. The company completed the liquidation thereof in December 2016 and reported the same to the <u>TPEX</u> in writing on December 23, 2016. (6) The motion for dissolution of Senao International(Samoa) Ltd. has been approved by TPEX via its approval letter with No. 1090004603. The company completed the liquidation thereof in August 2020 and reported the same to the TPEX in writing on August 12, 2020. (7) According to the instruction of TPEX's approval letter with No. 1090004603, the company is already approved by the special resolution of the Board of Directors to amend the article content in "Procedures for Acquisition or Disposal of Assets", and received the approval of shareholders on June 16, 2021. (8) The company has submitted an application to the TPEX on July 6, 2023 for lifting the undertaking of listing, and has been approved by TPEX via its approval letter with No. 1120064437.

6.4 If any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, such situations shall be listed one by one. (NA)

Senao Networks Inc.
Internal Control Statement

Date : March 10, 2026

The company states the following with regard to its internal control system for the year 2025 :

1. The company is fully aware that establishing, operating and maintaining an internal control system are the responsibilities of its Board of Directors and management. The company has established such a system to provide reasonable assurance in achieving objectives related to the effectiveness and efficiency of operations (including profits, performance and safeguarding of assets), reliability of financial reporting, and compliance with applicable laws and regulations.
2. An internal control system has inherent limitations. An effective internal control system, no matter how perfectly designed, can provide only a reasonable assurance in the accomplishment of the three goals mentioned above. Furthermore, the effectiveness of an internal control system may change along with changes in the environment or circumstances. The internal control system of the company contains self-monitoring mechanisms and the company takes corrective actions as soon as a deficiency is identified.
3. The company evaluates the design and operating effectiveness of its internal control system based on the criteria provided in the "Regulations Governing the Establishment of Internal Control Systems" by public companies promulgated by the Securities and Futures Bureau, the Financial Supervisory Commission and the Executive Yuan (herein referred to as the "Regulations"). The internal control system evaluation criteria stated in the Regulations classify internal control into five key elements based on the process of management control: 1. Control environment, 2. Risk assessment, 3. Control activities, 4. Information and communications, and 5. Monitoring. Please refer to the Regulations for details on these five key elements.
4. The company has evaluated the design and operating effectiveness of its internal control system according to the aforesaid criteria.
5. Based on the findings of the evaluation mentioned in the third paragraph, The company believes that as of Dec. 31, 2025, its internal control system (including its supervision of subsidiaries), which encompasses internal controls to achieve effective and efficient operations, reliable financial reporting, and compliance with applicable laws and regulations, was effectively designed and operating, and is reasonably assured of achieving the above-stated objectives.
6. This statement will form a major part of the company's Annual Report and Prospectus and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171 and 174 of the Securities and Exchange Act.
7. This statement has been passed by the The company Board of Directors' Meeting on March 10 , 2026, where all of the seven attending directors did not express any dissenting opinion and affirmed the content of the same.

Senao Networks Inc.

Chairman : Wen-Ho Tsai

President : Po-Chang Lin

2.3.11 Major Resolutions of Shareholders' Meeting and Board Meetings

Date	Major Resolutions of Shareholders' Meeting
May 30, 2024	1. Ratified the business report and financial statements of 2024. 2. Ratified the allocation of earnings of 2024. 3. Approved the amendments to the "Articles of Incorporation". 4. Approved the amendments to the "Procedures for Acquisition or Disposal of Assets". 5. Elected 7 Directors. 6. Released from Non-Competition Restrictions on Directors.
Date	Major Resolutions of Board Meetings
January 15, 2025	1. Approved the business plan of 2025.
February 25, 2025	1. Approved the financial statements of 2024. 2. Approved the allocation of remuneration to employees and directors of 2024. 3. Approved to elect new Directors for the expiration of the term. 4. Approved to amend the Procedures for Acquisition or Disposal of Assets. 5. Approved the organization of general shareholders' meeting of 2025. 6. Approved the endorsement for the subsidiaries. 7. Approved the company's "Statement of Declaration for Internal Control System" of 2024.
April 8, 2025	1. Approved the allocation of earnings of 2024. 2. Approved to amend the Articles of Incorporation. 3. Approved the nomination of Director candidates.
May 6, 2025	1. Approved the financial statements of 2025 Q1.
May 27, 2025	1. Elected Chairman of Board. 2. Elected Compensation and Remuneration Committee member. 3. Elected Sustainability Committee member.
June 17, 2025	1. Approved the opening of an Indian securities account (Demat Account).
August 5, 2025	1. Approved the financial statements of 2025 Q2. 2. Approved to Issue 2024 Sustainability Report. 3. Approved the 2024 professional fees of CPAs.
November 4, 2025	1. Approved the financial statements of 2025 Q3. 2. Approved the amendment of Internal Control Systems. 3. Approved the audit plan of 2026.
January 27, 2026	1. Approved the business plan of 2026. 2. Approved the appointment of the accounting supervisor.
March 10, 2026	1. Approved the financial statements of 2025. 2. Approved the allocation of earnings of 2025. 3. Approved the allocation of remuneration to employees and directors of 2025. 4. Approved the organization of general shareholders' meeting of 2026. 5. Approved the company's "Statement of Declaration for Internal Control System" of 2025. 6. Approved (continue) to lease the company's existing factory and office building.

Senao Networks Inc.

Representation Letter

Considering that the companies to be included into the consolidated financial statements of affiliates under the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” were the same as those to be included into the consolidated financial statements of the parent and subsidiaries under IFRS 10 for 2025 (from January 1, 2025 to December 31, 2025), and the relevant information to be disclosed in the consolidated financial statements of the affiliates has already disclosed in said consolidated financial statements of the parent and subsidiaries, no consolidated financial statements of affiliates were prepared separately.

It is hereby certified that the information disclosed herein is true and correct.

Name of Company: Senao Networks Inc.

Person in Charge: Wen-Ho Tsai

March 10, 2026

I. Professional Qualifications and Experience of Committee Members

The company's Audit Committee and Remuneration Committee are both composed of three independent directors. Information regarding the committee members is as follows.

Position	Name	Major Education and Experience	Current Positions in the Company and Other Companies
Convener	Kuang-Hsun Shih	Doctor of Finance, Nova Southeastern University, USA; PCCU's professor	Independent Director, Audit Committee member and Remuneration Committee Member of Samebest Co., Ltd., Representative Director of ChinaTrust Commercial Bank.
Member	Yen-Wei Cheng	NCKU Associate Degree in Electrical Engineering; Chairman of Hitron Technologies Inc.; Chairman of Interactive Digital Technologies Inc.	Chairman of ARTMO Inc.; Director of Transcend Information, Inc., Director of Sports Gear Co., Ltd., Independent Director, Audit Committee member and Remuneration Committee Member of TPK Holding Co., Ltd.
Member	Jhih-Ling Hsieh	USA CUNY MBA ; KBC Bank's AVP	VP of Metropolitan Bank & Trust Company, Supervisor of Full Chain Materials International Co., LTD.

II. Key Tasks in 2025

(1) Audit Committee

The Audit Committee held five meetings in 2025. Major matters reviewed included :

1. Review of financial reports.
2. Assessment of the effectiveness of the internal control system and amendments to internal control policies.
3. Appointment, dismissal, or compensation of the certified public accountants.
4. Major loans of funds, endorsements, or guarantees.

(2) Remuneration Committee

The Remuneration Committee held four meetings in 2025. Major matters reviewed included:

1. Review of policies, systems, standards, and structures for performance evaluation and compensation of directors and managerial officers.
2. Evaluation and determination of compensation for directors and managerial officers.

III. Operational Status

(1) Audit Committee

Date	Summary of Agenda Items	Resolution and Opinions	Handling of Remuneration Committee Opinions
Feb. 25, 2025	1. Approved the financial statements of 2024. 2. Approved to amend the Procedures for Acquisition or Disposal of Assets. 3. Approved the endorsement for the subsidiaries. 4. Cancellation the endorsement for the subsidiaries. 5. Approved the company's "Statement of Declaration for Internal Control System" of 2024. 6. Approved the subsidiary purchase of machinery and equipment.	Approved unanimously by all members; no objections	NA
April 8, 2025	1. Approved the allocation of earnings of 2024. 2. Approved the 2025 business report.	Approved unanimously by all members; no objections	NA
May 6, 2025	1. Approved 2025 Q1 financial report.	Approved unanimously by all members; no objections	NA
August 5, 2025	1. Approved 2025 Q2 financial report. 2. Approved 2025 professional fees of CPAs. 3. Approved the issuance of the 2024 Sustainability Report	Approved unanimously by all members; no objections	NA
Nov. 4, 2025	1. Approved 2025 Q3 financial report. 2. Amend the Internal Control Systems.	Approved unanimously by all members; no objections	NA

(2) Remuneration Committee

Date	Summary of Agenda Items	Resolution and Opinions	Handling of Remuneration Committee Opinions
Jan. 7, 2025	1. Approval of Standards for 2024 Annual Bonuses for the Chairman and Managerial Officers 2. Evaluation of Performance Assessment and Compensation System for Directors, Supervisors, and Managerial Officers	Approved unanimously by all members; no objections	NA

Feb. 14, 2025	1. Approval of Compensation for Directors, Employees, and Managerial Officers	Approved unanimously by all members; no objections	NA
April 28, 2025	1. Approval of Distribution Plan for Directors' Compensation and Managerial Officers' (Employees') Compensation	Approved unanimously by all members; no objections	NA
June 6, 2025	1. Approval of Compensation for Independent Directors 2. Evaluation and Determination of Vice President Compensation	Approved unanimously by all members; no objections	NA

IV. Performance Evaluation

(1) Evaluation Period and Method

The evaluation period covered January 1 to December 31, 2025. Relevant information was collected by the executive unit and provided to committee members for self-assessment.

(2) Evaluation Content and Criteria

1. Degree of participation in company operations.
2. Understanding of functional committee responsibilities.
3. Enhancement of decision-making quality of functional committees.
4. Composition and member selection of functional committees.
5. Internal control.

(3) Evaluation Results and Reporting Date to the Board

The 2025 performance evaluation was completed, and the results (as shown below) were reported to the Board of Directors on March 10, 2026, as a basis for improving committee operations and revising future self-evaluation indicators.

Evaluation Subject	Evaluation Result	Improvement Items
Remuneration Committee Performance	Exceeded Standards	None
Audit Committee Performance	Exceeded Standards	None

Note : A score of 90% or above on all evaluation indicators is rated as "Exceeded Standards"; 80%–89% as "Met Standards"; and below 80% as "Needs Improvement."

Senao Networks Inc.

Chairman : Wen-Ho Tsai