

Stock Code: 6197

JPC connectivity Inc.

2025 Annual Report



**Innovative High-Speed Interconnection
Solutions for AI Data Centers**

Market Observation Post System: <https://mops.twse.com.tw>

Website of JPC: <https://www.jpcco.com>

Publication Date: April 30, 2026

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None

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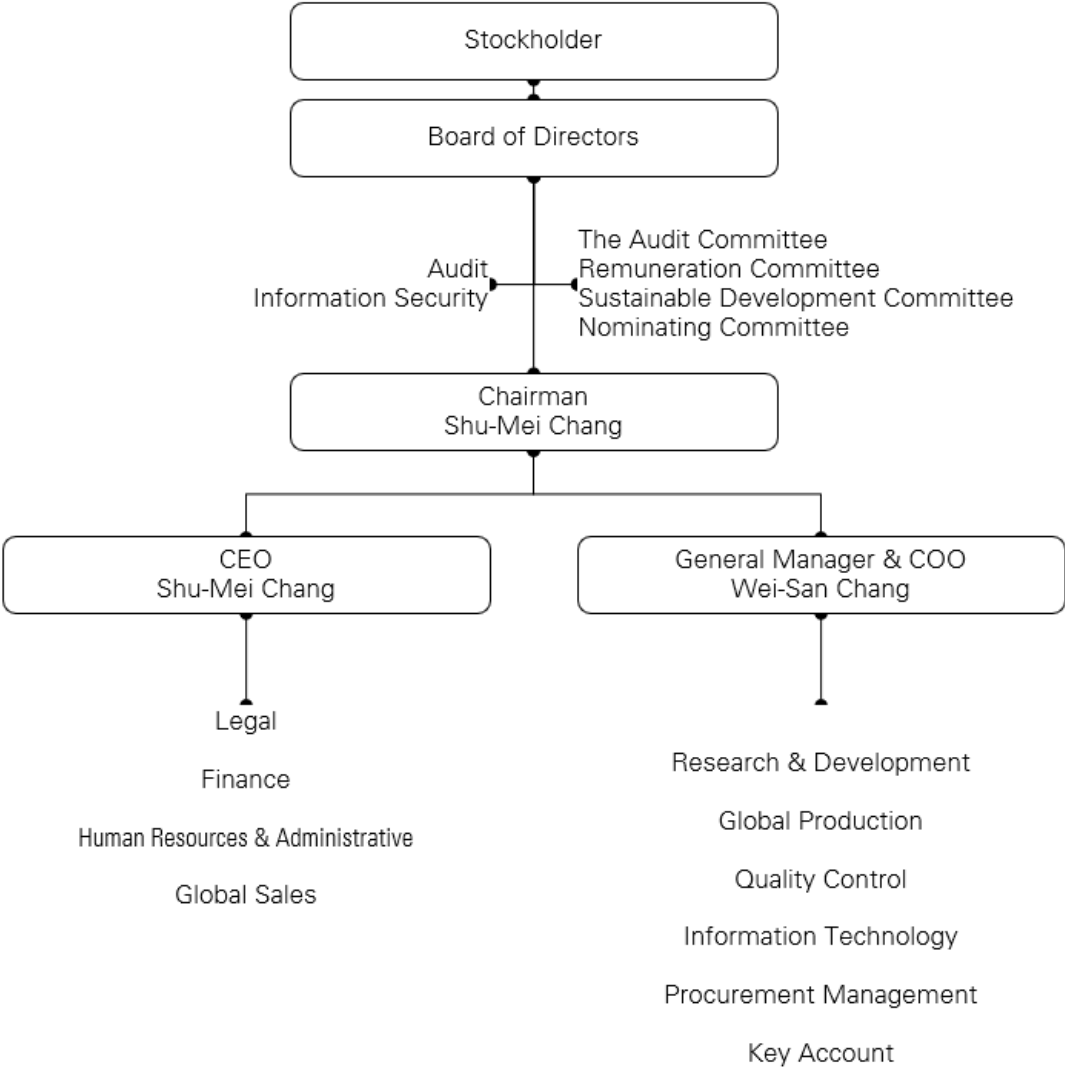
Chapter 1. Report for Shareholders

Dear Ladies and Gentlemen:

First of all, we would like to thank all shareholders for attending the 2026 Annual Shareholders’ Meeting and for your support to the Company during the past year. The 2025 business results and the 2026 business plans are as follows:

I. 2025 Business Results

(I) Organizational Chart



(II) Implementation result of business plan:

Benefiting from the growing demand for AI server applications, the Company’s data networking and telecommunications business experienced significant revenue growth in 2025, driven by a substantial increase in shipments of AI-related products. The Smart Connectivity business also maintained steady growth through continuous customer expansion and product portfolio optimization. In addition, the operations of U.S. subsidiary JPCPT Inc. and ASTRON Connectivity CO., LTD. recorded strong performance, contributing to overall revenue and operating profit growth during the year.

JPC’s consolidated revenue for 2025 amounted to NT\$7,579,041 thousand, representing a 12.03% increase compared to 2024. Consolidated gross profit was NT\$2,602,436 thousand, and consolidated operating profit was NT\$1,516,465 thousand, up 25.97% from 2024. Net income attributable to owners of the parent was NT\$1,058,718 thousand. Earnings per share (EPS) for 2025 was NT\$8.67, while the EPS for 2024 was NT\$8.69.

Figure 1: Revenue, Gross Profit, Net Income, and EPS Trends (2024–2025)

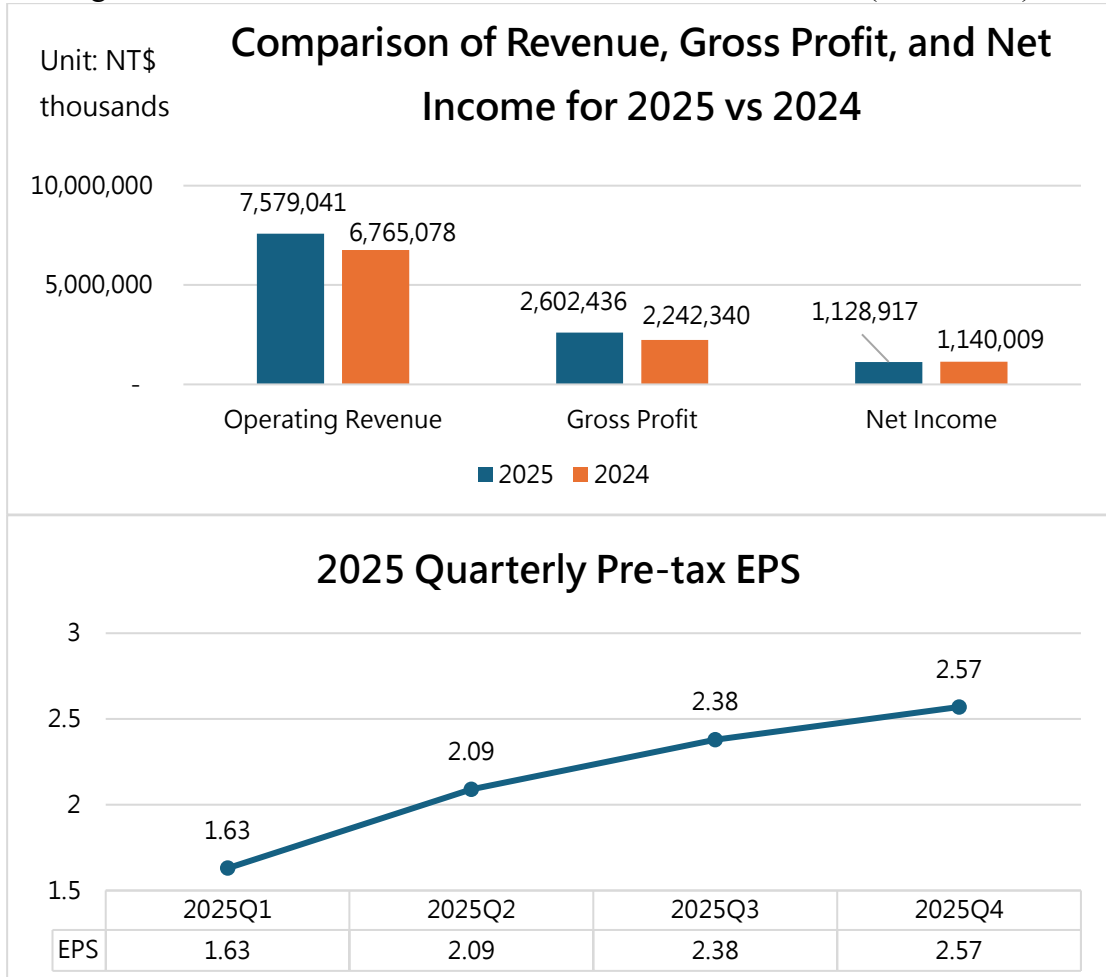


Figure 2: Line Chart of Quarterly Gross Margin, Operating Margin, and Net Profit Margin for 2025.

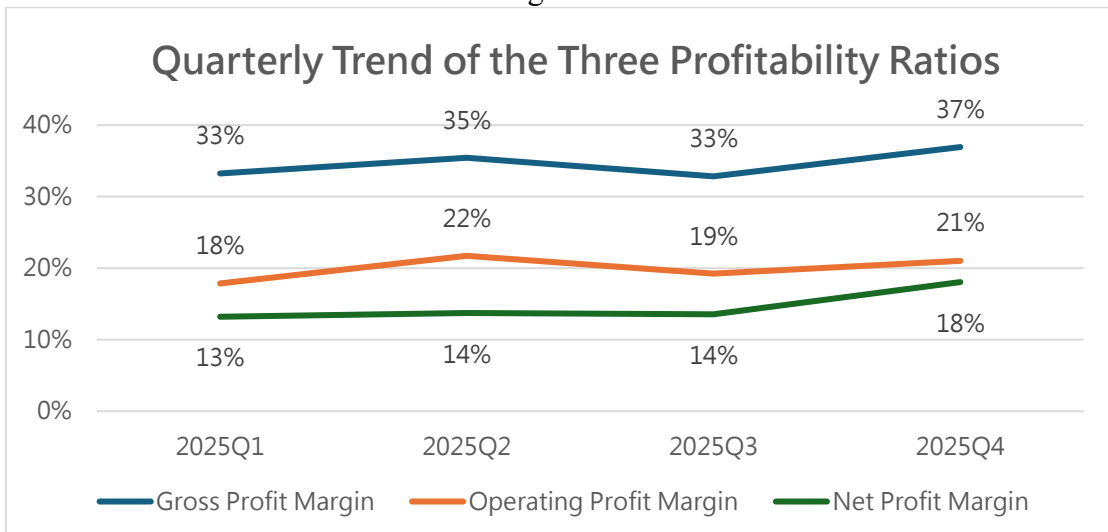
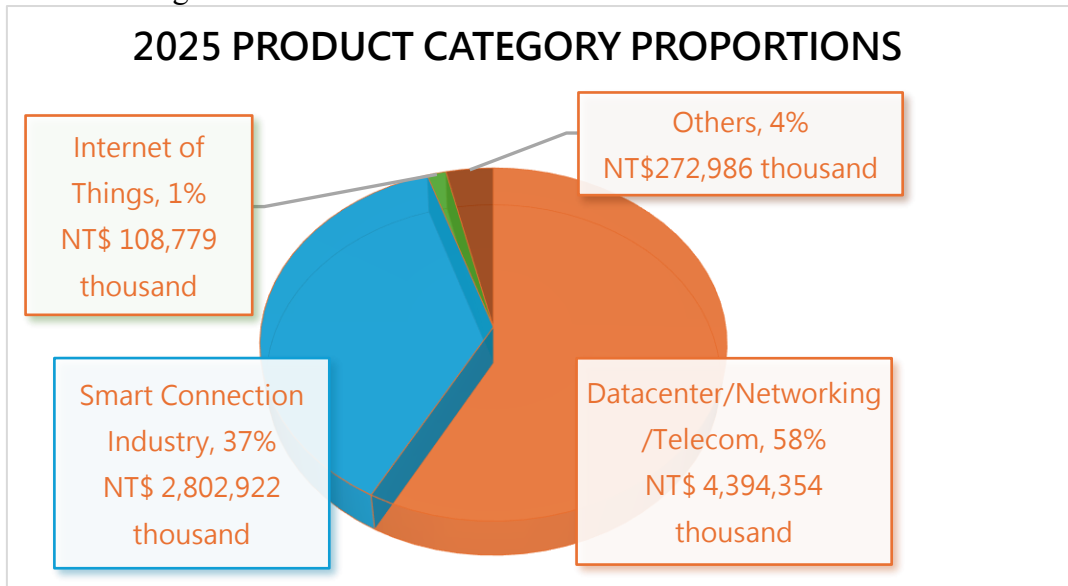


Figure 3: Product Distribution Pie Chart for Fiscal Year 2025.



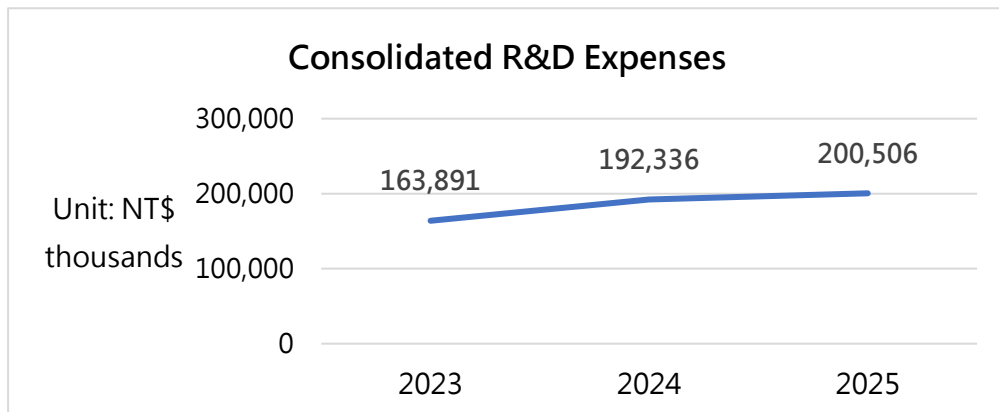
JPC’s Datacenter / Networking / Telecom products are high-margin offerings, with revenue contribution now approaching 60 percent, thereby providing a positive contribution to overall profitability.

(III) Implementation status of budget:

The Company had not announced its financial forecast for 2025.

(IV) R&D Status:

1. Annual R&D expenses invested in the past three years:



2. Overview of 2025 R&D results:

In 2025, JPC’s R&D efforts are focused on the Datacenter / Networking / Telecom and Intelligent Connectivity industries targeting the following sectors:

- High-speed internal transmission architecture for AI servers
- Scale-out and Scale-up interconnection architecture for AI clusters
- Hyperscale Data Centers
- Cloud Service Providers (CSPs) and AI Compute Providers
- Datacenter Switches
- Electronic Design Automation (EDA) application environments
- 5G communications and ISP infrastructure

- AI Supercomputers
- AI GPU Server Power
- High-Voltage Systems & Artificial Intelligence Applications
- Premium Consumer Solutions & Customized OEM Integration Services

Applied to the following products:

- High-speed optical communication modules, Active Optical Cables (AOC), and active loopbacks
- High-speed transmission connectors, various active and passive copper cables, and development of high-voltage/high-current connectors and harnesses
- Technology development and product upgrades for power management and high-power interconnection solutions

Through continuous enhancement of in-house R&D capabilities for critical components and optimization of manufacturing processes, the Company has consolidated its position in the AI infrastructure supply chain as a key provider of high-speed transmission and power interconnection components. Long-term development is anchored on technology upgrades and product reliability management.

R&D Item	Application Domain
1.6T Optical Communication Modules, Active Optical Cables (AOC), Active Loopbacks	Datacenter Switches, AI Cluster Scale-out High-speed Interconnection
800G Active Copper Cables	AI Cluster Scale-up High-speed Interconnection
PCIe Gen6 High-speed Connectors and Copper Cables	AI Servers, Hyperscale Data Centers
ORV3 AC Whip Cables, Busbar Clip Cables and Connectors, Inner Busbars	AI Cluster Power Architecture, High-Performance Computing (HPC) Power Modules
UQD Liquid-Cooling Quick Connectors	Cloud equipment cooling and server thermal management solutions.
High-Voltage & Artificial Intelligence Connectors and Wire Harnesses	Connector and harness systems designed for Artificial Intelligence applications, including AI robots, electric vehicles (EVs), agricultural machinery, and autonomous mobile robots (AMR).
IoT Modules (Sensing/Communication)	Smart Factories, Healthcare, Energy-saving Applications

3. 2025 patent achievements:

JPC’s patent portfolio spans Taiwan, the United States, China, Japan, and Europe, with a cumulative total of more than 200 patents. The scope of patented technologies includes, but is not limited to, the following areas:

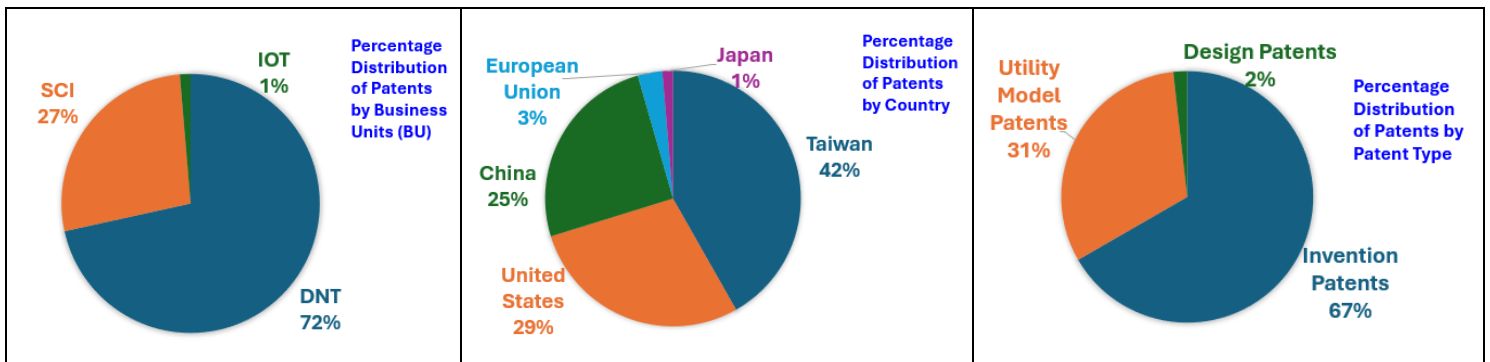
Item	Scope of Patent Coverage
1	High-speed cable assembly structural designs (including shielding structures, latching/unlatching mechanisms, and thermal dissipation structures)
2	Signal integrity–optimized PCB structural designs
3	Core high-speed optical technologies
4	High-current connector designs
5	High-frequency connector designs
6	Liquid-cooling quick connector designs

As of 2025, JPC has accumulated a total of 225 patents. The distribution by application category is as follows:

DNT: Data Networking & Telecommunications

SCI: Smart Connectivity Industry

IoT: Internet of Things



II. Overview of 2026 Business Plan

(I) Business policies:

1. Core business:

JPC will continue to concentrate on high-speed transmission and high-power connectivity solutions, further deepening its strategic deployment of critical components within the AI computing and cloud infrastructure supply chain.

The principal product and technological development directions are outlined in the following table:

Product Domain	Key Products / Technologies	Market Demand & Strategic Positioning	Technical Advantages & Certifications	Development Progress & Future Momentum
High-Voltage, High-Current Connectors & Harnesses	ORV3 Architecture AC Power Connection Solutions	Next-generation data centers requiring high-power delivery	<ol style="list-style-type: none"> 1. Supports 20A / 30A / 60A 2. Low-loss, high-thermal dissipation, and high-reliability design 3. UL817 certification obtained 4. Approved by OCP and listed in OCP Marketplace 	Advancing R&D for 100A products
Liquid-Cooled Quick Disconnect Connectors (Water-Cooling Joints)	UQD04 Liquid-Cooled Quick Disconnect Connector	AI servers with high density and heavy workloads	<ol style="list-style-type: none"> 1. High-voltage stability, rapid connection, and efficient heat dissipation 2. Compliance with OCP and UQD standards 3. Approved by OCP and listed in OCP Marketplace 4. Invention patent secured 	Collaborative development projects underway with multiple OEM clients
Silicon Photonics & Optical Transmission	1.6T Optical Transceiver Module	AI network system transmission	<ol style="list-style-type: none"> 1. Silicon photonic chip enabling low power consumption 2. Ultra-low bit error rate ensuring system stability 	Samples delivered to U.S. CSP customers
Active & Passive High-Speed Copper Cables	1. 800G DAC / ACC / AEC	Vertical (Scale-up) AI cluster interconnect	<ol style="list-style-type: none"> 1. Incorporation of leading re-driver and re-timer chips 2. Continuous PCB optimization using high-frequency simulation software 3. Joint optimization of cable properties with wire manufacturers 4. Enhanced soldering processes to improve yield 	<ol style="list-style-type: none"> 1. 800G products in mass production 2. 1.6T products undergoing live validation with North American clients
High-Speed Transmission Connectors & Harness Systems	1. MCIO / PCIe Gen6	High-Speed Transmission Connectors & Harness Systems	<ol style="list-style-type: none"> 1. Continuous design optimization via high-frequency simulation software 2. Joint cable property optimization with wire manufacturers 3. Highly automated processes improving yield 4. Advanced machining technologies for higher-frequency materials 5. Design optimization tailored to server space and usage patterns 	<ol style="list-style-type: none"> 1. PCIe Gen6 products in mass production 2. PCIe Gen7 products in design and development phase, with close customer collaboration

2. Customer and Technology Collaboration Strategy:

- (1) Strengthen existing international customer relationships and deepen long-term cooperation with Cloud Service Providers (CSPs) and AI Compute Providers.
- (2) Proactively participate in the front-end design and verification processes of interconnection architectures with IC design companies and EDA firms, thereby strengthening technical involvement during the product specification stage and enhancing the success rate of product adoption.
- (3) Deepen engagement with Taiwan OEM/ODM customers and the Company's own brand market by providing real-time technical support and customized services, thereby increasing customer loyalty and service efficiency.

3. Global production sites:

To strengthen supply chain resilience and respond to fluctuations in regional market demand, the Company continues to optimize the configuration of its global manufacturing and sales sites. Through regional specialization and flexible capacity adjustment mechanisms, the Company reduces operational risks associated with reliance on a single region.

Region	Site	Function	
Taiwan	Zhonghe, New Taipei City	Headquarters, R&D Center, Manufacturing Base	Through global production deployment and cross-regional R&D integration, the Company will continue to enhance delivery efficiency and local service capabilities to support the rapid product iteration needs of AI and cloud customers.
China	Dongguan, Kunshan	Manufacturing Base	
Vietnam	Northern and Southern Vietnam	Manufacturing Base, approved by major customers and in mass production, with expansion flexibility	
Thailand	Bangkok, Rayong	Regional Sales Support Center and Networking Product Manufacturing Base	
Japan	Tokyo	Regional Sales and Technical Support Center	
U.S.A	Milpitas, California	North America Regional Sales and Technical Support Center, Rapid Prototyping Center	

(II) Sales strategies:

Strategic Direction	Key Actions	
Deepening Engagement in AI Cloud and GPU Server Power Industries	Integrating the technological and business resources of JPC-PT Inc. in the United States, the Japanese subsidiary, and the European offices, the Company is reinforcing its horizontal expansion across the U.S., Japanese, and European markets.	Through a globalized production layout and cross-regional R&D integration, the Company will continue to enhance delivery efficiency and localized service capabilities. These efforts are designed to support the rapid product iteration requirements of AI and cloud customers, ensuring timely responsiveness and comprehensive solutions.
Enhancing Linkages with the IC and EDA Industries	Early participation in interconnect architecture design and verification stages to increase technological integration and adhesion.	
Expanding Regional Market Presence	Consolidating brand recognition in North America and reinforcing Taiwan's OEM/ODM foundation, while extending sales networks into Southeast Asia, Northeast Asia, and Europe.	
Increasing Brand Visibility	Continued participation in major international exhibitions, including DesignCon, GTC, OFC, Interop, OCP, and Computex, to strengthen global brand presence.	

(III) Production strategies:

Execution	Key Actions	
Smart Manufacturing Implementation	Promote standardized module design and integration of automated equipment to enhance production flexibility and efficiency	The Company will continue to optimize production efficiency and cost structure, while simultaneously addressing environmental management and long-term sustainability goals.
Strengthening Supply Chain Resilience	Establish diversified supplier strategies and regional capacity distribution mechanisms to reduce risks of material shortages and geopolitical factors	
Demand-driven Production and Modularization	Utilize modular design to meet customization needs, expand component commonality to reduce inventory risks, while fulfilling diverse customer requirements	
Green and Sustainable Manufacturing	Introduce energy-saving processes, carbon reduction measures, and ESG management mechanisms to reinforce sustainable operational capabilities	

III. Future Development Strategies

In 2026, JPC's development strategy will continue to revolve around its core competencies in high-speed interconnection and high-power connection solutions for AI infrastructure. Through global capacity deployment, technology upgrades, customer diversification, and strengthened sustainability governance, the Company aims to enhance long-term competitiveness and operational resilience.

(I) Global Production Line Integration and Regional Layout Optimization

To address fluctuations in AI and cloud market demand as well as geopolitical risks, the Company continues to optimize global capacity allocation and regional supply chain integration, with key initiatives including:

- Expansion of manufacturing capacity in Northern Vietnam to enhance regional production flexibility
- Planning the establishment of a networking product manufacturing base in Thailand to diversify production risks
- Strengthening North American operations by expanding warehousing, rapid prototyping, and production sites in the United States to shorten lead times and improve local service capabilities
- Enhancing supply chain resilience and delivery stability through multi-regional collaboration and flexible capacity allocation

(II) Technology Innovation and Product Upgrades

1. High-speed Transmission and High-power Product Deployment

JPC continues to invest in R&D for high-speed transmission and high-power connection technologies, focusing on next-generation AI server and data center architecture upgrade requirements. The main product directions include:

- 1.6T Optical Communication Modules
- 1.6T Active Optical Cables (AOC)
- 1.6T Active Loopbacks
- 1.6T Active Copper Cables
- PCIe Gen7 High-speed Connectors and Cables; High-voltage, High-current Connectors and Harnesses
- Liquid-cooled Quick Disconnect Connectors

By proactively aligning with next-generation high-speed transmission standards and high-density power architectures, the Company strengthens its supply capability for critical components in AI cluster interconnection and power management.

2. Silicon Photonics and Next-generation High-speed Optoelectronic Integration Technology Deployment

In response to the rapid growth of AI clusters' demand for high-speed, low-power, and high-density optical interconnection, the Company is actively deploying integrated applications and key process capabilities related to Silicon Photonics. Current technology development focuses include:

- (1) Jointly developing silicon photonics integrated products with U.S.-based AI chip companies to strengthen optoelectronic integration capabilities.
- (2) Promoting multi-channel integration architectures (2xDR4, 2xDR8, 2xFR8)

for high-speed products such as 800G and 1.6T.

- (3) Developing miniaturized, low-power, multi-wavelength optical transceiver modules to meet high-density deployment requirements of AI data centers.
- (4) Collaborating with European telecom transmission providers to develop telecom-grade miniaturized optical transceiver modules.
- (5) Establishing key process capabilities such as laser bonding, optoelectronic integration, and FAU to strengthen packaging and module integration technologies.
- (6) Continuing R&D in Co-Packaged Optics (CPO) to address next-generation optoelectronic co-packaging trends.

JPC regards silicon photonics technology as a critical development direction for next-generation high-speed interconnection architectures. Through early technical engagement and joint validation with customers, the Company enhances product adoption success rates and deepens market participation.

At the same time, the Company actively promotes industry-academia collaboration, engaging in technical exchange and talent development with Professor San-Liang Lee's team at National Taiwan University of Science and Technology. By sharing research resources and establishing professional talent cultivation mechanisms, the Company strengthens expertise in silicon photonics and optoelectronic integration, deepening the foundation of key processes and module integration technologies, and reserving professional manpower for mid- to long-term technology development.

3. Customer Expansion and Application Diversification

Building upon its deep engagement in the AI and cloud markets, the Company continues to strengthen cooperation with CSPs, EDA firms, and IC design companies, while expanding into the following application areas:

- Electric Vehicles (EVs) and High-voltage Power Systems
- Energy Storage Equipment
- Internet of Things (IoT) Applications

Through diversification of customer portfolios and application domains, the Company mitigates risks associated with industry cycle fluctuations and expands long-term growth momentum.

4. Strengthening ESG Sustainability Governance

JPC has incorporated sustainable development into the core of its operational strategy and continues to promote:

- Green product design and energy-saving technology development
- Carbon reduction in production and improvements in energy efficiency
- Strengthening the operational mechanisms of the ESG Committee

By institutionalizing governance structures and managing sustainability indicators, the Company ensures that operational growth progresses in parallel with environmental and social responsibility.

IV. Impacts of External Competitive Environment, Regulatory Environment and Overall Business Environment

JPC remains attentive to global economic trends, industry structural shifts, and evolving policy environments, continuously assessing the potential impact of related risks on its operations. The company has established corresponding management mechanisms to safeguard long-term operational stability and sustain its competitive strength.

Aspect	Content	JPC's response strategies and actions
External Competition and Overall Business Environment	<ul style="list-style-type: none"> • Exchange rate and tariff policy fluctuations • Raw material cost volatility • Global demographic changes (declining birth rates) and rising labor costs • Intensifying competition in AI and cloud infrastructure markets 	<ol style="list-style-type: none"> 1. Focus on high value-added products such as high-speed transmission and high-power connection solutions to raise technical barriers and product differentiation. 2. Deepen market deployment in AI high-performance computing, data center interconnection, and new energy applications. 3. Facing declining birth rates and rising labor costs, the Company enhances automation and high-value product development to increase per capita productivity. In addition, the Company strengthens campus recruitment and early employment mechanisms, introduces international talent, and thereby improves organizational resilience and long-term competitiveness. 4. Strengthen cost control and supply chain management efficiency to mitigate external fluctuations.
Geopolitical and Supply Chain Restructuring Risks	Recent global supply chains face geopolitical changes, trade policy adjustments, and regional manufacturing restructuring trends, impacting cross-border manufacturing and delivery models.	<ol style="list-style-type: none"> 1. Promote multi-regional production deployment (Taiwan, China, Vietnam, Thailand, United States) to diversify single-region operational risks. 2. Strengthen local warehousing and prototyping capabilities in North America to enhance regional delivery flexibility. 3. Establish diversified supplier strategies and alternative material sourcing mechanisms to reduce risks of shortages. 4. Utilize flexible regional capacity allocation to respond to tariff and trade policy changes. <p>The Company regards supply chain resilience as a long-term operational management priority to support AI and cloud customers' high requirements for delivery timeliness and stability.</p>
Regulatory Environment and Sustainability Governance Trends	With increasingly stringent global sustainability disclosure standards and compliance requirements, corporate governance and information transparency have become key indicators for market evaluation.	<ol style="list-style-type: none"> 1. Establish a dedicated functional Sustainability Development Committee to oversee medium- and long-term ESG strategy planning and implementation. 2. Strengthen internal control systems and regulatory compliance management. ◦ 3. Enhance transparency in information disclosure and stakeholder communication mechanisms. 4. Promote energy-saving processes and green product design to reduce environmental impact of operations.
Social Responsibility and Talent Development (ESG – Social Dimension)	The Company incorporates social engagement and talent development into its sustainability governance framework.	<ol style="list-style-type: none"> 1. Collaborate with universities to cultivate industry professionals. ◦ 2. Provide equipment and technical resources to support academic research. 3. Continue investing in educational assistance and public welfare programs. 4. Support cultural, sports, and diverse social participation activities. <p>Related activities are planned and executed under the Company's internal management mechanisms, with specific outcomes and progress disclosed in the Sustainability Report.</p>

V. Conclusion

Facing global supply chain restructuring and the continuous upgrading of AI infrastructure, JPC will continue to optimize capacity deployment in North America and Southeast Asia. Through multi-regional collaboration and flexible allocation mechanisms, the Company enhances delivery efficiency and supply chain resilience.

We focus on AI servers and cluster interconnection architectures, deepening cooperation with CSPs, AI computing power providers, EDA firms, and key chip companies. At the same time, the Company actively deploys silicon photonics and next-generation high-speed optoelectronic integration technologies, driving the development of 1.6T and higher-speed products, thereby strengthening core competencies in high-speed transmission and high-power connection.

On the foundation of advancing both technology and capacity, the Company continues to expand into new energy, automotive, and smart application markets, supporting long-term growth momentum with high value-added product portfolios.

We will build upon innovation, governance, and sustainability, prudently seizing opportunities for industry upgrading under steady operations, and continuously accumulating long-term corporate value.

Chairman : Shu-Mei Chang

General Manager : Wei-San Chang

Accounting Supervisor : Chih-Ping Cheng

Chapter 2. Corporate Governance Report

I. Information on the Directors, General Managers, Deputy General Managers, Assistant Vice Presidents, and Managers of Divisions and Branch Units

(I) Directors

1. Information on Directors (I)

March 28, 2026 ; Unit: shares

Title	Nationality/ Place of Registration	Name	Gender/ Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Current Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who are Spouses or within the Second Degree of Kinship			Remark
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Chairman	R.O.C.	Shu-Mei Chang	Female 61-70	2025.05.27	3	1992.05.07	18,472,480	15.13	18,472,480	15.13	—	—	6,153,000	5.04	Education: Department of Economics, Tunghai University Experience: General Manager of Taian-EcoBar	The Company: General Manager Other companies: (Note 1)	—	—	—	—
Vice Chairman	R.O.C.	Mega Power Investments Limited	Male 71-80	2025.05.27	3	2009.06.10	2,295,750	1.88	2,295,750	1.88	—	—	2,098,000	1.72	Education: Military Academy Experience: Founder of Hung Fu Information Co., Ltd.	The Company: Vice Chairman Other companies: Chairman of Mega Power Investments Limited Chairman of Hung Fu Information Co., Ltd. Director of Mega Power Investments Limited (Samoa)	—	—	—	—
	Representative: R.O.C.	Representative: Cin-Chih Jiang					8,705	0.01	8,705	0.01	—	—	—	—			—	—	—	
Director	R.O.C.	Tone Investments Ltd.	Female 71-80	2025.05.27	3	2016.06.15	4,553,000	3.73	4,563,000	3.74	—	—	—	—	Education: Department of Law, National Taiwan University Experience: (Note 2)	The Company: None Other companies: (Note 3)	—	—	—	—
	Representative: R.O.C.	Representative: Yu-Ling Tsai					—	—	—	—	—	—	—	—			—	—	—	
Director	R.O.C.	Top Point Investment Ltd.	Male 71-80	2025.05.27	3	2016.06.15	6,144,750	5.03	6,144,750	5.03	—	—	—	—	Education: Sanchong Elementary School Experience: Chairman of Main Super Enterprises Co., Ltd.	The Company: None Other companies: Director of SciVision Biotech Inc. Director of Ivy Life Science Co., Ltd. Supervisor of Young and Lee Co., Ltd.	—	—	—	—
	Representative: R.O.C.	Representative: Ming-Kung Yang					855,120	0.70	828,120	0.68	—	—	—	—			—	—	—	

Title	Nationality/ Place of Registration	Name	Gender/ Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Current Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Remark
							Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio			Title	Name	Relationship	
Director	R.O.C.	FSP Technology Inc.	Male 41-50	2025.05.27	3	2022.06.15	10,010,000	8.20	10,010,000	8.20	—	—	—	—	Education: MBA-Politecnico di Milano School of Management; Department of Public Finance, National Chengchi University Experience: Marketing Supervisor/Overseas Business Supervisor/Marketing Strategy Supervisor of FSP Technology Inc., Segment Marketing of Shanghai Philips Lighting	The Company:None Other companies: (Note 4)	—	—	—	—
	Representative: R.O.C.	Representative: Ming-Hsiang Cheng					—	—	—	—	6,000	—	—	—			—	—	—	
Independent Director	R.O.C.	Chih-Feng Lin	Male 61-70	2025.05.27	3	2022.06.15	—	—	—	—	—	—	—	Education: Master of Laws, National Taiwan University Experience: Chief Legal Officer of Taiwan Broadband Communications Consulting Co., Ltd. Vice President of Legal Affairs, New Century InfoComm Tech Co., Ltd. Senior Attorney, Jones Day International Law Firm	The Company:None Other companies: Director of Lin Chih-Feng Law Firm Senior Law Consultant of EMQ Limited Taiwan Branch Consultant of Private Tech Co. Consultant of The Walt Disney Company (Taiwan) Ltd.	—	—	—	—	

Title	Nationality/ Place of Registration	Name	Gender/ Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Current Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Remark
							Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio			Title	Name	Relationship	
Independent Director	R.O.C.	Shu-Ling Wang	Female 61-70	2025.05.27	3	2022.06.15	-	-	-	-	-	-	-	-	Education: Institute of Finance, College of Management, National Taiwan University Experience: Senior Vice President of Delta Electronics, Inc. and CFO of Delta Group Consultant of Chenbro Micom Co., Ltd Director of CTBC Bank	The Company:None Other companies: Independent Director of AVerMedia Technologies, Inc. Independent Director of United Microelectronics Corporation Director of Snail Travel Village Co., Ltd. General Manager of MAYO Human Capital Inc.	-	-	-	-
Independent Director	R.O.C.	Wei-Chu Hsu	Male 71-80	2025.05.27	3	2002.05.21	-	-	-	-	-	-	-	-	Education: Ph.D. in Economics from the University of Southern Illinois Experience: Director of the Department of Finance and the Graduate Institute of Finance at National Chengchi University Chairman of the Chinese Fiscal Association Independent Director and Executive Director of Hua Nan Commercial Bank Independent Director of Nippon Electric Trading Co., Ltd.	Adjunct Professor of the Department of Accounting at Chinese Culture University Independent Director of H.H. Galaxy Co., Ltd. Independent Director of Chang Hwa Bank (Nanjing, China).	-	-	-	-
Independent Director	R.O.C.	Yen-Ping Chi	Male 71-80	2025.05.27	3	2025.05.27	-	-	-	-	-	-	-	-	Education: Ph.D. in Information Systems Management from the University of Maryland Experience: Chairperson of the Department of Information Management and Director of the Graduate Institute of Information Management at National Central University Executive Director of the EMBA Program at National Chengchi University	Independent Executive Director of Sunny Bank Independent Director of Rossmax International Ltd.	-	-	-	-

Note 1: Chairman of: Tone Investments Ltd. and Very Mulan Investment Co., Ltd.; CEO of JPCPT INC.; Representative of the Corporate Director of: Cha Shin Chi Investment Co., Ltd., Main Super Enterprises Co., Ltd., Techill Co., Ltd., JYH Eng Technology Co., Ltd., ASTRON Connectivity CO., LTD., Best Link Properties Ltd., JPC (HK) Company Ltd., Lucky Star Investment Corp, Best Match Investments Limited, Best Sky Limited, Hung Fu (Samoa) International Co., Ltd., Diamond Creative Holding Limited, and SWS Group Company Limited.

Note 2: Government Affairs Member of the Executive Yuan, Chief Legal Officer of IBM Greater China (Hong Kong, Taiwan, Mainland China), District Court Judge of Taipei Shilin, Changhua, Taoyuan, etc.

Note 3: Member of Taipei City Government International Affairs Committee, Director of the K.T. Li Foundation for Development of Science and Technology, Director of Chenbro Micom Co., Ltd., Co-founder of Lee, Tsai & Partners, Chairman of Taiwan Financial Technology Association, Founding Honorary Chairman of Taiwan Women on Boards Association, Supervisor of Huafan University, Independent Director of Asia Pacific Telecom, Director of the Cleaner Production and Regional Development Foundation, Supervisor of the Artificial Intelligence Foundation, Executive Director of the Monte Jade Science and Technology Association of Taiwan, Managing Supervisor of the Taiwan Impact Investing Association, Director of the Chinese Arbitration Association, Director of the Taiwan Jurist Association, Independent Director of Dachan Foods (Asia) Ltd. (Hong Kong), Director of Dachan Great Wall Enterprise Co., Ltd., Independent Director of Wiwynn Corporation, Director of GigaDevice Technology Co., Ltd., Director of iKala Interactive Media Co., Ltd. and Director of Heshui Advanced Environmental Technology Co., Ltd.

Note 4: Legal representative of FSP TECHNOLOGY VIETNAM CO., LTD., Director of CHAMP-RAY INDUSTRIAL CO., LTD., Director of Stockfeel Co., Ltd., Supervisor of the Jiangsu Subsidiary of FSP Group, Chairman of Xiangzan Investment Co., Ltd., Chairman of Jinyu Investment Co., Ltd., Supervisor of FSP CAPITAL CO., LTD.

2. Major shareholders of corporate shareholders

Mar 28, 2026

Name of Institutional Shareholder	Major Shareholder of Institutional Shareholder	Shareholding Ratio
FSP Technology Inc.	Chuan Han Investment Co., Ltd.	8.11%
	Fu-An Yang	6.30%
	Ya-Jen Cheng	5.96%
	First Commercial Bank Trust Account of Chung-Shun Wang	5.05%
	Hsiang Tsan Investment Co., Ltd.	3.90%
	Wang Kuang Tung Investment Co., Ltd.	3.50%
	2K Industries Inc., British Virgin Islands	2.77%
	Pai Chuang Investment Co., Ltd.	2.67%
	China Trust Commercial Bank, as trustee, administers the Trust Property Account of the Employee Stock Ownership Association of FSP Group Co., Ltd.	1.81%
	Bicheng Investment Advisory Limited	1.68%
Mega Power Investments Limited	Mega Power Investments Ltd., Samoa	100%
Top Point Investment Ltd.	Top Point Investments Ltd., Samoa	100%
Tone Investments Ltd.	Shu-Mei Chang	100%

3. Major Shareholders of Institutional Shareholders with Corporations as Their Major Shareholders

March 28, 2026

Name of Legal Person	Major Shareholder of Legal Person	Shareholding Ratio
Chuan Han Investment Co., Ltd.	Ya-Jen Cheng	37.50%
	Fu-An Yang	37.50%
	Pik-Ling Cheng	9.00%
	Hsiang Tsan Investment Co., Ltd.	7.50%
	Ji Chuang Investment Ltd.	7.50%
	Ming-Hsiang Cheng	1.00%
Hsiang Tsan Investment Co., Ltd.	Ya-Jen Cheng	55%
	Ming-Hsiang Cheng	45%
Wang Kuang Tung Investment Co., Ltd.	ALTOS INTERNATIONAL CORPORATION	100%
2K Industries Inc., British Virgin Islands	ALTOS INTERNATIONAL CORPORATION	65.3%
	ETERNAL WELTH HOLDINGS LIMITED	34.7%
Pai Chuang Investment Co., Ltd.	Ya-Jen Cheng	49.5%
	Fu-An Yang	49.5%
	Pik-Ling Cheng	1.0%
Bicheng Investment Advisory Limited	Xiu-Qin Huang	95.0%
	Pei-Qi Huang	2.5%
	Ning-Qi Huang	2.5%
Mega Power Investments Limited, Samoa	Cin-Chih Jiang	100%
Top Point Investments Ltd., Samoa	Shu-Lan Li Yang	100%

4. Information on Directors (II)

I. Information on Professional Qualifications of Directors and Independence of Independent Directors:

Qualifications Name	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Shu-Mei Chang	<p>Has the work experience in the areas of commerce and otherwise necessary for the business.</p> <p>Ms. Shu-Mei, Chang has practical experience in strategy formulation, management, and leadership, as well as expertise in product marketing. She provides the Board of Directors with relevant business strategies and offers management insights.</p> <p>Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>(1) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company.</p> <p>(2) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years.</p> <p>(3) Not a spouse or a relative within the second degree of kinship to any other director of the Company.</p> <p>(4) Not a governmental or judicial person or a representative thereof as defined in Article 27 of the Company Act.</p>	—
Mega Power Investments Limited (Representative: Cin-Chih Jiang)	<p>Has the work experience in the areas of commerce and otherwise necessary for the business.</p> <p>Former founder of Hung Fu Information Co., Ltd.</p> <p>Current Chairman of Hung Fu Information Co., Ltd. and Director of Mega Power Investments Limited (Samoa).</p> <p>Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the Company or any of its affiliates.</p> <p>(2) Not a director or supervisor of the Company or any of its affiliates.</p> <p>(3) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2).</p> <p>(4) Not a director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights.</p> <p>(5) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company.</p> <p>(6) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company.</p> <p>(7) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years.</p> <p>(8) Not a spouse or a relative within the second degree of kinship to any other director of the Company.</p>	—

Qualifications Name	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Tone Investments Ltd. (Representative: Yu-Ling Tsai)	<p>A Professional or Technical Specialist who Has Passed a National Examination and Has Been Awarded a Certificate such as Judge and Attorney.</p> <p>Former Government Affairs Member of the Executive Yuan, Chief Legal Officer of IBM Greater China (Hong Kong, Taiwan, Mainland China), District Court Judge of Taipei Shilin, Changhua, Taoyuan, etc.</p> <p>Current Member of Taipei City Government International Affairs Committee, Director of the K.T. Li Foundation for Development of Science and Technology, Director of Chenbro Micom Co., Ltd., Co-founder of Lee, Tsai & Partners, Chairman of Taiwan Financial Technology Association, Founding Honorary Chairman of Taiwan Women on Boards Association, Supervisor of Huafan University, Independent Director of Asia Pacific Telecom, Director of the Cleaner Production and Regional Development Foundation, Supervisor of the Artificial Intelligence Foundation, Executive Director of the Monte Jade Science and Technology Association of Taiwan, Managing Supervisor of the Taiwan Impact Investing Association, Director of the Chinese Arbitration Association, Director of the Taiwan Jurist Association, Independent Director of Dachan Foods (Asia) Ltd. (Hong Kong), Director of Dachan Great Wall Enterprise Co., Ltd., Independent Director of Wiwynn Corporation, Director of GigaDevice Technology Co., Ltd., Director of iKala Interactive Media Co., Ltd. and Director of Heshui Advanced Environmental Technology Co., Ltd. Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the Company or any of its affiliates.</p> <p>(2) Not a director or supervisor of the Company or any of its affiliates.</p> <p>(3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or is ranked in the top 10 in shareholdings.</p> <p>(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2) and (3).</p> <p>(5) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company.</p> <p>(6) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years.</p> <p>(7) Not a spouse or a relative within the second degree of kinship to any other director of the Company.</p>	1
Top Point Investment Ltd. (Representative: Ming-Kung Yang)	<p>Has the work experience in the areas of commerce and otherwise necessary for the business.</p> <p>Former Chairman of Main Super Enterprises Co., Ltd.</p> <p>Current Director of SciVision Biotech Inc.</p> <p>Supervisor of Young and Lee Co., Ltd.</p> <p>Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the Company or any of its affiliates.</p> <p>(2) Not a director or supervisor of the Company or any of its affiliates.</p> <p>(3) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2).</p> <p>(4) Not a director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights.</p>	—

Qualifications Name	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
		<p>(5) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company.</p> <p>(6) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years.</p> <p>(7) Not a spouse or a relative within the second degree of kinship to any other director of the Company.</p>	
<p>FSP Technology Inc. (Representative: Ming-Hsiang Cheng)</p>	<p>Has the work experience in the areas of commerce and otherwise necessary for the business. Former Marketing Supervisor / Overseas Business Supervisor / Marketing Strategy Supervisor, FSP Technology Inc., Segment Marketing of Shanghai Philips Lighting. Current Legal representative of FSP TECHNOLOGY VIETNAM CO., LTD., Director of CHAMP-RAY INDUSTRIAL CO., LTD., Director of Stockfeel Co., Ltd., Director of Weiyi Sustainable Co., Ltd., Supervisor of the Jiangsu Subsidiary of FSP Group, Chairman of Xiangzan Investment Co., Ltd., Chairman of Jinyu Investment Co., Ltd., Supervisor of FSP CAPITAL CO., LTD., Chairman of Jin Yu Investment Co., Ltd., and Supervisor of FSP Capital Co., Ltd. Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the Company or any of its affiliates.</p> <p>(2) Not a director or supervisor of the Company or any of its affiliates.</p> <p>(3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or is ranked in the top 10 in shareholdings.</p> <p>(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2) and (3).</p> <p>(5) Not a director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights.</p> <p>(6) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company.</p> <p>(7) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years.</p> <p>(8) Not a spouse or a relative within the second degree of kinship to any other director of the Company.</p>	<p>—</p>

Qualifications Name	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Chih-Feng Lin	<p>A Professional or Technical Specialist who has passed a national examination and has been awarded a certificate such as judge and attorney. Former Chief Legal Officer of Taiwan Broadband Communications Consulting Co., Ltd., Vice President of Legal Affairs, New Century InfoComm Tech Co., Ltd., and Senior Attorney at Jones Day International Law Firm.</p> <p>Current Director of Lin Chih-Feng Law Firm, Senior Law Consultant of EMQ Limited Taiwan Branch, and Consultant of Private Tech Co. Consultant of The Walt Disney Company (Taiwan) Ltd.</p> <p>Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the Company or any of its affiliates.</p> <p>(2) Not a director or supervisor of the Company or any of its affiliates.</p> <p>(3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or is ranked in the top 10 in shareholdings.</p> <p>(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2) and (3).</p>	—
Shu-Ling Wang	<p>Has the work experience as an instructor or higher position in the department of commerce, accounting, or other academic department related to the business needs in a public or private junior college or university. Former Senior Vice President of Delta Electronics, Inc. and CFO of Delta Group, Consultant of Chenbro Micom Co., Ltd., and Director of CTBC Bank.</p> <p>Current Independent Director of AVerMedia Technologies, Inc., Director of United Microelectronics Corporation, Director of Snail Travel Village Co., Ltd., and General Manager of MAYO Human Capital Inc.</p> <p>Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>(5) Not a director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total number of issued shares of the Company, or that ranks among the top 5 in shareholdings, or that designates its representative to serve as a director or supervisor of the Company under Paragraph 1 or 2, Article 27 of the Company Act.</p> <p>(6) Not a director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights.</p> <p>(7) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company.</p> <p>(8) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company.</p>	2
Wei-Chu Hsu	<p>Has the work experience as an instructor or higher position in the department of commerce, accounting, or other academic department related to the business needs in a public or private junior college or university. Former Director of the Department of Finance and the Graduate Institute of Finance at National Chengchi University, Chairman of the Chinese Fiscal Association, Independent Director and Executive Director of Hua Nan Commercial Bank, Independent Director of Nippon Electric Trading Co., Ltd.</p> <p>Current Adjunct Professor of the Department of Accounting at Chinese Culture University, Independent Director of H.H. Galaxy Co., Ltd., Independent Director of Chang Hwa Bank (Nanjing, China).</p> <p>Not under any of the categories stated</p>	<p>(9) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years.</p> <p>(10) Not a spouse or a relative within the second degree of kinship to any other director of the Company.</p> <p>(11) Not a governmental or judicial person or a representative thereof as defined in Article 27 of the Company Act.</p>	1

Qualifications Name	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
	in Article 30 of the Company Act.		
Yen-Ping Chi	<p>Has work experience as a lecturer or higher position in academic departments related to business or corporate operations at accredited public or private universities, together with demonstrated capabilities in business, technology, and operational judgment, as well as professional experience aligned with the Company's business requirements.</p> <p>Former Chairperson of the Department of Information Management and Director of the Graduate Institute of Information Management at National Central University, Executive Director of the EMBA Program at National Chengchi University</p> <p>Current Independent Executive Director of Sunny Bank, Independent Director of Rossmax International Ltd.</p> <p>Not under any of the categories stated in Article 30 of the Company Act.</p>		2

Note1: Professional Qualifications and Experience Each director and supervisor shall disclose his or her professional qualifications and experience. For members of the Audit Committee with accounting or financial expertise, their educational background and work experience in accounting or finance shall be specified. In addition, it shall be stated whether they are free from any circumstances listed under Article 30 of the Company Act.

Note 2: Independence of Independent Directors Independent directors shall disclose their independence status, including but not limited to:

Whether the director, his/her spouse, or relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliates.

The number and proportion of Company shares held by the director, his/her spouse, or relatives within the second degree of kinship (including holdings under another person's name).

Whether the director serves as a director, supervisor, or employee of any company having a specific relationship with the Company (as defined under Article 3, Paragraph 1, Subparagraphs 5–8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies).

The amount of remuneration received in the past two years for providing business, legal, financial, or accounting services to the Company or its affiliates.

II. Diversity and Independence of the Board of Directors:

(I) Diversity of the Board of Directors:

1. The Company's Corporate Governance Best Practice Principles stipulate that the composition of the Board of Directors should be diversified and promote the development of the composition and structure of the Board of Directors. The candidates for directors are nominated according to the candidate nomination system specified in the Company's Articles of Association. The number of members of the Board of Directors who are also managers of the Company shall not exceed one-third of the total number of directors, and all members shall have different professional backgrounds, work areas and knowledge, skills and qualities necessary for the execution of their duties. The Company's Board of Directors shall have the following abilities as a whole: operational judgment ability, accounting and financial abilities, business management ability, crisis management ability, industry knowledge, international market perspective, leadership, laws, and risk management.

The Company also places attention to gender equality in the composition of the Board of Directors and aims to have at least one-third (included) of female Board members. At present, 67% (6) of the Board members are male and 33% (3) are female.

2. Diversity of Board of Directors:

Name	Diversity Item	Gender	A Concurrent Employee of the Company	Basic Composition			Diversified professional and industrial experience											
				Age			Independent Director Seniority			Operational judgment ability	Accounting and financial abilities	Business management ability	Crisis management ability	Industrial Knowledge	International Market Perspective	Leadership	Law	Risk Management
				41~50	61~70	71~80	Below 3 years	3~9 years	9 years and above									
Shu-Mei Chang		Female	✓	✓					✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mega Power Investments Limited (Representative: Cin-Chih Jiang)		Male			✓				✓		✓	✓	✓	✓	✓			✓
Tone Investments Ltd. (Representative: Yu-Ling Tsai)		Female			✓				✓		✓	✓	✓	✓	✓	✓		✓
Top Point Investment Ltd. (Representative: Ming-Kung Yang)		Male			✓				✓		✓	✓	✓	✓	✓			✓
FSP Technology Inc. (Representative: Ming-Hsiang Cheng)		Male		✓					✓		✓	✓	✓	✓	✓			✓
Chih-Feng Lin		Male		✓				✓			✓	✓	✓	✓	✓	✓		✓
Shu-Ling Wang		Female		✓				✓		✓	✓	✓	✓	✓	✓			✓
Wei-Chu Hsu		Male			✓	✓			✓	✓	✓	✓	✓	✓	✓			✓
Yen-Ping Chi		Male			✓	✓			✓	✓	✓	✓	✓	✓	✓			✓

3. Achievement of Management Objectives:

The Company's Board has already met the diversity requirements, but will continue to review the elements of diversified composition to meet future development needs and continue to strengthen the diversity goals of the Board during the re-election.

(II) Independence of the Board of Directors:

The Board consists of nine directors, including four independent directors, and the number of independent directors accounts for 44% of the total number of directors. All independent directors comply with the regulations of the Financial Supervisory Commission and the Securities and Futures Bureau regarding independent directors, and all directors and independent directors are not under any of the categories stated in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act. Therefore, our Board of Directors conform to the requisite standards of independence.

(III) Information on the General Manager, Deputy General Manager, Assistant Vice Presidents, and Managers of Divisions and Branch Units

March 28, 2026; Unit: Shares; %

Title	Nationality	Name	Gender/ Age	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at Other Companies	Manager who is a Spouse or within the Second Degree of Kinship			Remark
					Share	Ratio	Share	Ratio	Share	Ratio			Title	Name	Relation	
Chairman & CEO	R.O.C.	Shu-Mei Chang	Female 61-70	2025.08.05	18,472,480	15.13	—	—	6,153,000	5.04	Education: Department of Economics, Tunghai University Experience: General Manager of Taian-Ecobar	The Company: Chairman Other companies: (Note 2)	—	—	—	(Note 1)
General Manager & COO	R.O.C.	Wei-San Chang	Male 61-70	2025.08.05	60,000	0.05	—	—	—	—	Education: Department of Industrial Engineering, Feng Chia University Experience: Director of Marketing Operations Division, ACES Electronics Co., Ltd.	Chairman of Astron Connectivity Co., Ltd. Representative of the Corporate Director of JBL Connectivity Co. Ltd.	—	—	—	(Note 1)
Deputy General Manager of Smart Connection Industry BU	R.O.C.	Wei-Ting Chen	Female 41-50	2022.11.04	197,000	0.16	—	—	—	—	Education: Master of Management of Technology , Fu Jen Catholic University Experience: Assistant Vice President of Smart Connection Industry BU	Representative of the Corporate Director of JBL Connectivity Co. Ltd.	—	—	—	—
Deputy General Manager of DNT Department I	R.O.C.	Yu-Te Weng	Male 41-50	2025.01.01	11,100	0.01	—	—	—	—	Education: Master, Institute of Technology, National Tsing Hua University Experience: Amphenol (Hong Kong) Co., Ltd.	—	—	—	—	—
Corporate Governance Officer/Vice President of Finance	R.O.C.	Chih-Ping Cheng	Male 51-60	2010.12.01	153,250	0.13	—	—	—	—	Education: Department of Accounting, National Chung Hsing University Experience: Senior Auditor of KPMG Taiwan; Auditor of Natural Beauty Cosmetics Co., Ltd.	Representative of the Corporate Director of SWS Group Company Limited and Ultraspeed Electronics Co., Ltd.	—	—	—	—
Vice President of DNT Department II	R.O.C.	Chia-Wen Hung	Female 31-40	2023.01.02	60,000	0.05	—	—	—	—	Education: Department of English, Jinwen University of Science and Technology Experience: PM of Billion Electric	—	—	—	—	(Note 3)

Title	Nationality	Name	Gender/ Age	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at Other Companies	Manager who is a Spouse or within the Second Degree of Kinship			Remark
					Share	Ratio	Share	Ratio	Share	Ratio			Title	Name	Relation	
Assistant Vice President, Office of the GM/ Procurement Department/DN T Division IV	R.O.C.	Li-Ling Huang	Female 51-60	2013.01.31	51,312	0.04	4,000	—	—	—	Education: Department of Banking and Insurance, Ming Chuan University Experience: Sales Specialist, Invax System & Trading Corp	—	—	—	—	—
Assistant Vice President of DNT-SPM Division I	R.O.C.	Chi-Hsien Sun	Male 41-50	2021.06.30	155,000	0.13	16,000	0.01	—	—	Education: Doctor of Electrical Engineering, Tamkang University Experience: Senior R&D Engineer of Zinwell Corporation; Chief R&D Engineer of Axcen Photonics Corporation	—	—	—	—	—
Assistant Vice President of High Frequency Product Development Division IV	R.O.C.	Yun-Chang Yang	Male 61-70	2022.06.01	20,000	0.02	—	—	—	—	Education: Master, Department of Mechanical Engineering, National Cheng Kung University Experience: Assistant Vice President of Research and Development, Main Super Enterprises Co., Ltd.	—	—	—	—	—
Assistant Vice President of High Frequency Development Division I	R.O.C.	Kun-Chan Wu	Male 51-60	2022.06.01	34,000	0.03	155	—	—	—	Education: Department of Electronic Engineering, National Taipei University of Technology Experience: Electrical Engineer, Forward Electronics Co., Ltd.	—	—	—	—	—
Assistant Vice President of DNT Department III	R.O.C.	Ju-Jung Chang	Female 51-60	2024.01.01	18,000	0.01	—	—	—	—	Education: Department of Information Management, National Taiwan Ocean University Experience: INTEL Component sourcer	—	—	—	—	—

Note 1: In response to the expansion of business scale and the increasing need for cross-regional management, effective from August 2025:

- (1) Chairperson Shu-Mei Chang concurrently serves as Chief Executive Officer (CEO), overseeing the Company's overall management and operational direction, strengthening strategic planning, and executing global deployment.
- (2) General Manager Wei-San Chang concurrently serves as Chief Operating Officer (COO), responsible for overall operational management and organizational functions, ensuring effective implementation of strategies and operational objectives.
- (3) The Chairperson and General Manager are different individuals. This arrangement reflects the Company's ongoing transformation efforts. At the 2025 Annual Shareholders' Meeting, the number of independent directors was increased to four, and more than half of the directors do not concurrently serve as employees or managers.

Note 2: Chairman of: Tone Investments Ltd. and Very Mulan Investment Co., Ltd.; CEO of JPCPT INC.; Representative of the Corporate Director of: Cha Shin Chi Investment Co., Ltd., Main Super Enterprises Co., Ltd., Techill Co., Ltd., JYH Eng Technology Co., Ltd., ASTRON Connectivity CO., LTD., Best Link Properties Ltd., JPC (HK) Company Ltd., Lucky Star Investment Corp, Best Match Investments Limited, Best Sky Limited, Hung Fu (Samoa) International Co., Ltd., Diamond Creative Holding Limited, and SWS Group Company Limited.

Note 3: Chia-Wen Hung, Assistant Vice President of DNT Division II Business, was promoted to Vice President of Business on January 1, 2026.

II. Compensation Paid to the Directors, General Manger and Deputy General Managers during the Most Recent Fiscal Year

(I) Compensation Paid to Directors and Independent Directors

Compensation Paid to Directors and Independent Directors (disclosed individually)

2025; Unit: NT\$1,000; 1,000 shares

Title	Name	Compensation Paid to Directors								The total of four items (A~D) and their proportion to the net income after tax				Compensation for acting as adjunct employee								The total of seven items (A~G) and their proportion to the net income after tax				Compensation from Invested Companies Other than Subsidiaries or the Parent Company
		Bonus (A)		Pension (B)		Compensation (C)		Business Operating Expenses (D) (Note 2)						Compensation and Special Allowance (E)		Pension (F)		Bonus (G) (Note 1)								
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	Cash	Share	Cash	Share	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	
Chairman	Shu-Mei Chang	-	-	-	-	880	880	105	105	985	0.09%	985	0.09%	5,850	5,850	-	-	2,025	-	2,025	-	8,860	0.84%	8,860	0.84%	-
Vice Chairman	Cin-Chih Jiang	-	-	-	-	880	880	90	90	970	0.09%	970	0.09%	-	-	-	-	-	-	-	-	970	0.09%	970	0.09%	-
Director	Ming-Kung Yang	-	-	-	-	880	880	90	90	970	0.09%	970	0.09%	-	-	-	-	-	-	-	-	970	0.09%	970	0.09%	-
Director	Yu-Ling Tsai	-	-	-	-	880	880	60	60	940	0.09%	940	0.09%	-	-	-	-	-	-	-	-	940	0.09%	940	0.09%	-
Director	Ming-Hsiang Cheng	-	-	-	-	880	880	90	90	970	0.09%	970	0.09%	-	-	-	-	-	-	-	-	970	0.09%	970	0.09%	-
Independent Director	Jing-Hua He(Note 3)	-	-	-	-	-	-	45	45	45	-	45	-	-	-	-	-	-	-	-	-	45	-	45	-	-
Independent Director	Li-Chih Lo(Note 4)	-	-	-	-	-	-	30	30	30	-	30	-	-	-	-	-	-	-	-	-	30	-	30	-	-
Independent Director	Chih-Feng Lin	-	-	-	-	880	880	105	105	985	0.09%	985	0.09%	-	-	-	-	-	-	-	-	985	0.09%	985	0.09%	-
Independent Director	Shu-Ling Wang	-	-	-	-	880	880	135	135	1,015	0.10%	1,015	0.10%	-	-	-	-	-	-	-	-	1,015	0.10%	1,015	0.10%	-
Independent Director	Wei-Chu Hsu(Note 5)	-	-	-	-	880	880	60	60	940	0.09%	940	0.09%	-	-	-	-	-	-	-	-	940	0.09%	940	0.09%	-
Independent Director	Yen-Ping Chi(Note 6)	-	-	-	-	880	880	75	75	955	0.09%	955	0.09%	-	-	-	-	-	-	-	-	955	0.09%	955	0.09%	-

Aside from the disclosures above, the compensation the directors received in the most recent fiscal year for services rendered to all companies within the financial report (such as serving as consultants): None.

Note 1: The 2025 bonus for employees and directors has been approved by the Board of Directors on March 6, 2026 and it is the proposed distribution amount.

Note 2: Business Operating Expenses include compensation for concurrently serving as a member of the Compensation Committee prior to the re-election on May 27, 2025.

Note 3: The former Independent Director Jing-Hua He retired on May 27, 2025.

Note 4: The former Independent Director Li-Chih Lo retired on May 27, 2025.

Note 5: Independent Director Wei-Chu Hsu was newly elected on May 27, 2025.

Note 6: Independent Director Yen-Ping Chi was newly elected on May 27, 2025.

Note 7: Please explain the independent director compensation policy, system, standard, and structure, and the connection between the amount of compensation and the considered factors such as their job responsibilities, risks, and working time: The compensation to the directors is determined by the Board in accordance with the Company's Articles of Association, taking into account the degree of participation in and the contribution to the Company's operations. If the Company makes a profit, the Board shall determine the amount of compensation to directors in accordance with the Company's Articles of Association. The independent directors are members of the Audit Committee and mainly receive compensation and travel expenses.

(II) Compensation Paid to General Manager and Deputy General Manager

Compensation Paid to General Manager and Deputy General Managers (aggregate disclosure of names in accordance with tiered classification.)

2025; Unit: NT\$1,000; 1,000 shares

Title	Name	Salary (A)		Pension (B)		Allowance (C)		Bonus (D) (Note 1)				The total of four items (A~D) and their proportion to the net income after tax		Compensation from Invested Companies Other than Subsidiaries or the Parent Company
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company		All Companies in Consolidated Financial Statements		The Company	All Companies in Consolidated Financial Statements	
								Cash	Share	Cash	Share			
Chairman & CEO	Shu-Mei Chang	21,940	21,940	—	—	—	—	15,330	—	15,330	—	37,270 3.52%	37,270 3.52%	—
General Manager & COO	Wei-San Chang													
Deputy General Manager of Smart Connection Industry BU	Wei-Ting Chen													
Deputy General Manager of DNT Department I	Yu-Te Weng													
Corporate Governance Officer/Vice President of Finance	Chih-Ping Cheng													
Deputy General Manager of Strategic Procurement Division	Chun-Hsing Ho (Note 2)													
Deputy General Manager of Emerging Market	Kang-Chiang Chen (Note 3)													

Note 1: The 2025 bonus for employees has been approved by the Board of Directors on March 6, 2026 and it is the proposed distribution amount.

Note 2: Chun-Hsing Ho, Vice President of Strategic Procurement Division, retired on February 28, 2025.

Note 3: Kang-Chiang Chen, former Vice President, resigned on January 31, 2026.

Range of Compensation

Range of Compensation Paid to General Manager and Deputy General Managers	Name of General Manager and Deputy General Managers	
	The Company	All Companies in Consolidated Financial Statements
Less than NT\$1,000,000	Chun-Hsing Ho (Note 1)	Chun-Hsing Ho (Note 1)
NT\$1,000,000 (inclusive)~NT\$2,000,000 (exclusive)	-	-
NT\$2,000,000 (inclusive)~NT\$3,500,000 (exclusive)	Chih-Ping Cheng	Chih-Ping Cheng
NT\$3,500,000 (inclusive)~NT\$5,000,000 (exclusive)	Wei-Ting Chen, Kang-Chiang Chen(Note 2)	, Kang-Chiang Chen(Note 2)
NT\$5,000,000 (inclusive)~NT\$10,000,000 (exclusive)	Shu-Mei Chang, Wei-Ting Chen, Yu-Te Weng	Shu-Mei Chang, Wei-Ting Chen, Yu-Te Weng
NT\$10,000,000 (inclusive)~NT\$15,000,000 (exclusive)	Wei-San Chang	Wei-San Chang
NT\$15,000,000 (inclusive)~NT\$30,000,000 (exclusive)	-	-
NT\$30,000,000 (inclusive)~NT\$50,000,000 (exclusive)	-	-
NT\$50,000,000 (inclusive)~NT\$100,000,000 (exclusive)	-	-
Over NT\$100,000,000	-	-
Total	7	7

Note 1: Chun-Hsing Ho, Deputy General Manager of Strategic Procurement Division, retired on February 28, 2025.

Note 2: Kang-Chiang Chen, former Vice President, resigned on January 31, 2026.

(III) Names of the managers who received 2025 bonus.

December 31, 2025; Unit: NT\$1,000

	Title	Name	Share	Cash	Total	Ratio of Total Amount to Net Income (%)
Managerial Officer	Chairman & CEO	Shu-Mei Chang	—	23,576	23,576	2.23%
	General Manager & COO	Wei-San Chang				
	Deputy General Manager of Smart Connection Industry BU	Wei-Ting Chen				
	Deputy General Manager of Strategic Procurement Division (Note 2)	Chun-Hsing Ho				
	Deputy General Manager of Emerging Market(Note 3)	Kang-Chiang Chen				
	Corporate Governance Officer/Vice President of Finance	Chih-Ping Cheng				
	Vice President of DNT Department II(Note 4)	Chia-Wen Hung				
	Assistant Vice President of Office of the General Manager/ Procurement Department/DNT Department IV	Li-Ling Huang				
	Assistant Vice President of DNT-SPM Division I	Chi-Hsien Sun				
	Assistant Vice President of High Frequency Product Development Division IV	Yun-Chang Yang				
	Assistant Vice President of High Frequency Development Division I	Kun-Chan Wu				
		Ju-Jung Chang				

Note 1: The 2025 bonus has been approved by the Board of Directors on March 6, 2026 and it is the proposed distribution amount.

Note 2: Chun-Hsing Ho, Deputy General Manager of Strategic Procurement Division, retired on February 28, 2025.

Note 3: Kang-Chiang Chen, former Vice President, resigned on January 31, 2026.

Note 4: Note 4: Chia-Wen Hung, Assistant Vice President of DNT Division II Business, was promoted to Vice President of Business on January 1, 2026.

(IV) Analysis of Total Compensation, as a Percentage of Net Income Stated in the Parent Company Only Financial Statements, Paid by the Company and All Companies in Consolidated Financial Statements during the past two fiscal years to the Directors, General Manager, and Deputy General Manager, along with Description of Compensation Policies, Standards, and Packages, Procedure for Determining Compensation, and Linkage Thereof to Operating Performance and Future Risk Exposure.

1. Analysis of the total compensation paid by the Company and all entities included in the consolidated financial statements to the Company's directors, general manager, and deputy general managers over the past two fiscal years, as a proportion of the after-tax net income reported in the individual or separate financial statements:

Title	2024	2025
	Total compensation, as a percentage of net income, paid by the Company and all companies in consolidated financial statements to the directors, general manager, and deputy general managers	Total compensation, as a percentage of net income, paid by the Company and all companies in consolidated financial statements to the directors, general manager, and deputy general managers
Director	0.59%	0.82%
General Manager and Deputy General Managers	2.56%	3.52%

2. JPC’s remuneration policy and system are established in accordance with JPC’s Articles of Incorporation and relevant laws, integrating individual performance, corporate operating results, and future strategic development to ensure both fairness and incentive effectiveness. The details are as follows:

(1) Director’s compensation (including independent director’s compensation and expenses)

- In accordance with Article 16, Paragraph 1 of the Company’s Articles of Association, directors are entitled to receive fixed compensation irrespective of the Company’s operational profit or loss. The compensation standards are determined based on the directors’ annual performance, individual contributions, and the Company’s operational outcomes for the year. These standards are reviewed by the Compensation Committee and submitted to the Board of Directors for approval.
- Expenses are disbursed based on the actual number of meetings attended.

(2) Manager’s compensation (including salary and employee bonuses)

- Salary: Determined with reference to external market standards, based on managerial responsibilities, importance of position, professional competence, and contributions.
- Employee Bonuses: In accordance with Article 19, Paragraph 1 of the Articles of Incorporation, no less than 7% of annual profits shall be allocated to employee bonuses, of which 20%–30% must be distributed to grassroots employees. Managerial bonuses are further granted with reference to annual performance evaluations, including individual achievements (e.g., revenue and operating profit attainment), contributions to overall operations, and sustainability performance indicators. All remuneration matters are reviewed by the Compensation Committee and submitted to the Board for approval.

(3) The performance evaluation method for directors and managers

- Directors: at the end of the year, a self-assessment is conducted, covering indicators such as the alignment with company goals, understanding of responsibilities, involvement in operations, interaction with internal teams, professional performance, and ongoing professional development.
- Managers: two semi-annual performance evaluation is conducted each year, with assessment criteria including financial indicators (such as profitability achievement and progress in new technology development), the demonstration of core values (such as customer satisfaction, quality management, and leadership decision-making abilities), as well as sustainability and diversity

performance indicators.

(4) Review and adjustment of the compensation system

JPC continuously reviews and makes rolling adjustments to its compensation system, taking into account industry trends, changes in the business environment, risks, and regulatory amendments. The Human Resources and Administration Department consolidates recommendations and submits them to the Compensation Committee, which regularly examines the system’s reasonableness and appropriateness.

(5) Linkage of Senior Managers’ Compensation with ESG Performance

ESG (Environmental, Social, and Governance) performance indicators have been incorporated into the performance evaluation and remuneration system for the General Manager, Deputy General Managers, and equivalent positions.

(I) ESG Performance Evaluation Items:

- ①Environment: Reduction of greenhouse gas emissions, energy efficiency, and compliance with environmental regulations.
- ②Society: Employee turnover rate, occupational safety, and training and development.
- ③Corporate Governance: Regulatory compliance, internal control systems, and information disclosure.

(II) Remuneration Linkage Mechanism

Senior executives’ compensation (including performance bonuses) is determined based on overall performance evaluations, with ESG performance incorporated into the assessment. ESG outcomes influence performance ratings and variable compensation. In cases of significant violations of ESG-related standards, remuneration will be adjusted according to the severity of the incident.

ESG Incorporated into Senior Executives’ KPI Framework

Dimension	KPI Indicator	Measurement Method	Weight
Environment (E)	Greenhouse gas reduction	Annual target (%)	5%
	achievement rate	Electricity consumption / revenue ratio	3%
Society (S)	Employee turnover control	Annual turnover rate (%)	4%
	Occupational safety incident rate	Number of workplace accidents	3%
	Talent development	Average training hours	2%
Governance (G)	Compliance and internal control	Occurrence of major deficiencies	2%
	ESG project implementation	ESG target achievement rate	1%
Total Suggested ESG Weighting: 10%–20%			

3. JPC has established a succession plan for the Board of Directors and key management personnel, with the following specific implementation details:

(1) Succession plan for board members:

In accordance with the Rules for the Election of Directors and the Corporate

Governance Best Practice Principles, JPC has formulated a policy to ensure diversity in the composition of the Board. Emphasis is placed on a balanced distribution of professional backgrounds and industry experience. The current directors possess extensive industry and managerial expertise, spanning finance, law, and management. Each year, the Company arranges relevant training programs to help directors enhance their professional knowledge, remain abreast of developments, and strengthen the Board's governance and supervisory functions, thereby serving as a critical foundation for succession planning.

(2) Succession plan for key management personnel:

JPC attaches great importance to succession planning for its senior management team, aligning it with medium- and long-term strategic development. Annual training programs are designed for management personnel, encompassing leadership development, strategic thinking, trend analysis, and practical exchanges. Through internal and external courses, knowledge transfer, and participation in forums, the management team is supported in strengthening core competencies and broadening strategic vision. The effectiveness of these initiatives is regularly reviewed to ensure that successors remain aligned with the Company's future operational needs.

III. Implementation of Corporate Governance

(I) Operation Status of the Board of Directors

A total of 6 meetings of the Board of Directors were held in 2025. The attendance of the directors is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remark
Chairman	Shu-Mei Chang	6	-	100.00	
Director	Mega Power Investments Limited (Representative: Cin-Chih Jiang)	6	-	100.00	
Director	Top Point Investment Ltd. (Representative: Ming-Kung Yang)	6	-	100.00	
Director	Tone Investments Ltd. (Representative: Yu-Ling Tsai)	5	1	83.00	
Director	FSP Technology Inc. (Representative: Ming-Hsiang Cheng)	6	-	100.00	
Independent Director	Chih-Feng Lin	6	-	100.00	
Independent Director	Shu-Ling Wang	6	-	100.00	
Independent Director	Wei-Chu Hsu	4	-	100.00	Note 1
Independent Director	Yen-Ping Chi	4	-	100.00	Note 1

Independent Director	Jing-Hua He	2	-	100.00	Note 2
Independent Director	Li-Chih Lo	2	-	100.00	Note 2

Note 1: At the Shareholders' Meeting on May 27, 2025, all directors were newly elected.

Note 2: At the Shareholders' Meeting on May 27, 2025, all directors were not reappointed during the full re-election.

Other matters to be recorded:

I. With regard to the implementation of the Board of Directors, if any of the following circumstances occurs, the dates, terms of the meetings, contents of motions, all independent directors' opinions and the Company's handling of such opinions shall be specified.

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

The Company has established an audit committee in accordance with Article 14-5 of the Securities Exchange Act, hence not applicable. For matters listed in Article 14-5 of the Securities Exchange Act, please refer to the Major Resolutions of Board Meetings on pages 73 to 74.

(II) Any recorded or written Board resolutions to which independent directors have objections or reservations to be noted in addition to the above: None.

II. Recusal of directors from voting due to conflicts of interest:

At the 12th Board of Directors, 2nd meeting, the resolution regarding the concurrent appointment of Chairperson Ms. Chang Shumei as Chief Executive Officer was deliberated. As Chairperson Chang was deemed a party in interest to the proposal, she recused herself and did not participate in the discussion or voting.

III. TWSE/TPEX listed company shall disclose information on the cycle and duration, scope, method and content of the self-evaluation (or peer evaluation) of the Board of Directors, and fill in the following information on the implementation of the board evaluation:

Evaluation of the Board

At the Board of Directors' meeting held on March 6, 2026 (the 1st meeting in 2026), the Company reported the performance evaluation results of the Board of Directors for 2025. For detailed results of the internal and external Board performance evaluation, please refer to "(III) Implementation Status of Corporate Governance and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof"; in addition, the Rules for Performance Evaluations of the Board of Directors are disclosed on the Company's website.

2025 Performance Evaluation of the Board of Directors:

(1) Self-evaluation:

Evaluation Period	January 1, 2025 to December 31, 2025
Date of Report to the Board Meeting	March 6, 2026
Evaluation Method	At the end of each fiscal year, the Board Secretariat assists in collecting relevant information regarding Board activities, which is then used to carry out an internal self-assessment of the Board's performance. Self-evaluations are conducted using questionnaires for the Board, individual directors, and all functional committees. The results are compiled, analyzed, and submitted to the Board for review.

	Evaluation Criteria		
	Board Performance Evaluation	Member Performance Evaluation	Functional Committee Performance Evaluation
Evaluation Content	<ol style="list-style-type: none"> 1. Level of involvement in the Company's operations. 2. Enhancement of the quality of board decision-making. 3. Composition and structure of the Board. 4. Selection of directors and ongoing professional development. 5. Internal control. 	<ol style="list-style-type: none"> 1. Understanding of the Company's goals and objectives. 2. Awareness of the director's responsibilities. 3. Level of involvement in the Company's operations. 4. Management of internal relationships and communication. 5. Professional expertise and ongoing professional development. 6. Internal control. 	<ol style="list-style-type: none"> 1. Level of involvement in the Company's operations. 2. Awareness of the responsibilities of functional committees. 3. Enhancement of the decision-making quality within functional committees. 4. Composition of functional committees and selection of members. 5. Internal control.
Evaluation Result	The internal self-assessment of the performance of the Board of Directors, individual directors, and individual members of the functional committee yielded results indicating that the performance of the Board, individual directors, and all functional committees met the standards.		

(2) External evaluation:

Appointed Institution	Ernst & Young Business Advisory Services Inc. (An institution with no business dealings with the Company and has full independence.)
Evaluation Period	January 1, 2024 to December 31, 2024
Date of Report to the Board Meeting	February 25, 2025
Evaluation Method	Relevant documents were reviewed, interviews conducted, and Board performance evaluation questionnaires distributed. A comprehensive Board performance evaluation report was subsequently compiled and presented.
Evaluation Result and Expert Recommendations	<p>Three Key Dimensions / Eight Major Aspects</p> <ol style="list-style-type: none"> 1. Board structure: Board structure, processes, and composition of members. <ul style="list-style-type: none"> ● Evaluation result: "Top Tier" ● It is recommended to assess the establishment of a risk management team based on the Company's organizational needs. 2. Member: corporate and organizational structure, roles and responsibilities, behavior and culture. <ul style="list-style-type: none"> ● Evaluation result: "Advanced" 3. Processes and Information: Director training and development, supervision of risk control, reporting, disclosure, and performance monitoring. <ul style="list-style-type: none"> ● Evaluation result: "Advanced" ● It is recommended to simultaneously disclose information from directors to the public, ensuring the investors remain informed of the latest developments. <p>JPC has acted upon the recommendations provided in the external performance evaluation report, implementing improvements as follows: On May 27, 2025, JPC re-elected its Board of Directors. None of the independent directors have served more than three consecutive terms,</p>

	<p>thereby further strengthening Board independence.</p> <p>Going forward, JPC will continue to increase the frequency of communication with directors to ensure they remain apprised of real-time corporate developments.</p> <p>In addition, JPC will disclose information related to external performance evaluations on its official website for transparency.</p> <p>For reference, please consult: https://www.jpcco.com/lang/tw/investor_corporate/director</p>
<p>IV. Goals for improvement of the Board of Directors' functions and evaluation on their implementation in the current year and the most recent year:</p>	
Objective of Improvement	Assessment of Implementation Status
Enhance the quality of decision-making	Assist directors and independent directors in the performance of their duties by providing necessary information and arranging further training.
Standard operating procedures for addressing directors' requests	"Corporate Governance Best Practice Principles," "Rules of Procedure for Shareholders' Meetings," "Rules of Procedure for Board Meetings," "Ethical Corporate Management Best Practice Principles," "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," "Operational Procedures and Code of Conduct for Ethical Corporate Management," and "Regulations for Board Performance Evaluation."
Internal control system and risk management	The chief auditor regularly communicates during each quarterly Audit Committee meeting and also conduct business reports in accordance with the suggestions of independent directors.
Regularly assess the independence of the CPAs	Referencing AQIs, the independence and competence of the CPAs are evaluated on an annual basis to ensure the reliability of the Company's financial reports.
Establish an Audit Committee	For information on the operations of the Audit Committee, please refer to pages 35~37.
Establish a Compensation Committee	For information on the operations of the Compensation Committee, please refer to pages 46~48.
Establish a Sustainability Development Committee	For information on the operations of the Sustainability Development Committee, please refer to pages 48~49.
Establish a Nomination Committee	For information on the operations of the Nomination Committee, please refer to pages 49~51.
Strengthen the independence of the Compensation Committee	Currently, the committee is composed of two independent directors and one member, with the aim of further enhancing the independence of the Compensation Committee.
Appoint a Corporate Governance Officer	In 2019, a Corporate Governance Officer was appointed to provide the necessary information and other essential assistance for the directors in the performance of their duties, in accordance with the law.

(II) Operation Status of the Audit Committee

A total of 5 meetings of the Audit Committee were held in 2025. The attendance of independent directors is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remark
Independent Director (Convener)	Chih-Feng Lin	5	-	100.00	
Independent Director	Shu-Ling Wang	5	-	100.00	
Independent Director	Wei-Chu Hsu	3	-	100.00	Note 1
Independent Director	Yen-Ping Chi	3	-	100.00	Note 1

Independent Director	Jing-Hua He	2	-	100.00	Note 2																								
Independent Director	Li-Chih Lo	2	-	100.00	Note 2																								
<p>Note 1: At the Shareholders' Meeting on May 27, 2025, all directors were newly elected.</p> <p>Note 2: At the Shareholders' Meeting on May 27, 2025, all directors were not reappointed during the full re-election.</p> <p>Other matters to be recorded:</p> <p>I. With regard to the implementation of the Audit Committee, if any of the following circumstances occurs, the dates, terms of the meetings, contents of motions, all Audit Committee resolutions, and the Company's handling of such resolutions shall be specified:</p> <p>(I) For the matters specified in Article 14-5 of the Securities Exchange Act, please refer to the Major Resolutions of Board Meetings on pages 73 to 74.</p> <p>(II) Other matters not approved by the Audit Committee but approved by two-thirds or more of all directors: None.</p> <p>II. Recusal of independent directors from voting due to conflicts of interest: None.</p> <p>III. Communication between the independent directors, chief internal auditor, and CPAs:</p> <p>1. Communication policy between independent directors and chief internal auditor:</p> <p>(1) The Chief Internal Auditor shall submit audit reports and deficiency tracking reports on the implementation status of the Company's annual audit plan and the improvement of internal control deficiency tracking to the independent directors for review on a regular basis.</p> <p>(2) Report to the independent directors on the progress of the audit at least once a quarter. In the event of any significant abnormal events, immediately prepare a report and notify the independent directors. There were no such abnormal conditions in 2025.</p> <p>2. Summary of communications between the Independent Directors and the Chief Internal Auditor:</p> <table border="1"> <thead> <tr> <th>Item</th> <th>Date of meeting</th> <th>Summary of the key points of communication</th> <th>Communication status and results</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>2025/02/25</td> <td>(1) The Company's Statement on the Internal Control System for 2024 was issued. (2) The progress report of the Company's auditing work in the fourth quarter of 2024.</td> <td>1. After deliberation and approval, the proposal was submitted to the Board of Directors and passed with unanimous consent from all attending committee members upon the chairperson's inquiry. 2. No objection.</td> </tr> <tr> <td>2.</td> <td>2025/05/06</td> <td>The progress report of the Company's auditing work in the first quarter of 2025.</td> <td>No objection.</td> </tr> <tr> <td>3.</td> <td>2025/08/05</td> <td>The progress report of the Company's auditing work in the second quarter of 2025.</td> <td>No objection.</td> </tr> <tr> <td>4.</td> <td>2025/11/04</td> <td>The progress report of the Company's auditing work in the third quarter of 2024.</td> <td>No objection.</td> </tr> <tr> <td>5.</td> <td>2025/12/26</td> <td>Discussed the Company's Audit Plan for 2026.</td> <td>After deliberation and approval, the proposal was submitted to the Board of Directors and passed with unanimous consent from all attending committee members upon the chairperson's inquiry.</td> </tr> </tbody> </table> <p>Results: All of the above matters were discussed and approved by the Independent Directors of the Audit Committee, and the Independent Directors had no objection.</p> <p>3. Communication Policy between Independent Directors and CPAs:</p> <p>(1) The independent directors of the Audit Committee and the CPAs will hold regular quarterly</p>						Item	Date of meeting	Summary of the key points of communication	Communication status and results	1.	2025/02/25	(1) The Company's Statement on the Internal Control System for 2024 was issued. (2) The progress report of the Company's auditing work in the fourth quarter of 2024.	1. After deliberation and approval, the proposal was submitted to the Board of Directors and passed with unanimous consent from all attending committee members upon the chairperson's inquiry. 2. No objection.	2.	2025/05/06	The progress report of the Company's auditing work in the first quarter of 2025.	No objection.	3.	2025/08/05	The progress report of the Company's auditing work in the second quarter of 2025.	No objection.	4.	2025/11/04	The progress report of the Company's auditing work in the third quarter of 2024.	No objection.	5.	2025/12/26	Discussed the Company's Audit Plan for 2026.	After deliberation and approval, the proposal was submitted to the Board of Directors and passed with unanimous consent from all attending committee members upon the chairperson's inquiry.
Item	Date of meeting	Summary of the key points of communication	Communication status and results																										
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3.	2025/08/05	The progress report of the Company's auditing work in the second quarter of 2025.	No objection.																										
4.	2025/11/04	The progress report of the Company's auditing work in the third quarter of 2024.	No objection.																										
5.	2025/12/26	Discussed the Company's Audit Plan for 2026.	After deliberation and approval, the proposal was submitted to the Board of Directors and passed with unanimous consent from all attending committee members upon the chairperson's inquiry.																										

corporate governance meetings, and when necessary, the CPAs will also communicate and discuss in writing. The scope includes the independence of the CPA's audit of the Group's consolidated financial statements and related responsibilities, audit plan related matters, material findings of the audit (including adjustments of journal entries and significant deficiencies in internal control), audit report contents, and the review results of interim consolidated financial statements.

(2) The Audit Committee will complete the review report according to the Group's consolidated financial statements audited by professional CPAs and the audit opinion report.

4. Summary of communications between the independent directors and the CPAs:

Item	Date of meeting	Summary of key communication points
1.	2025/02/25	(1) Audit Status of the Company's 2024 financial statements. (2) Key matters communicated with the governance unit and recent significant regulatory updates.
2	2025/05/06	(1) Audit Status of the Company's 2025 first quarter financial statements. (2) Key matters communicated with the governance unit and AQIs (Audit Quality Indicators).
3	2025/08/05	(1) Audit Status of the Company's 2025 second quarter financial statements. (2) Key matters communicated with the governance unit.
4	2025/11/04	(1) Audit Status of the Company's 2025 third quarter financial statements. (2) Key matters communicated with the governance unit.
5	2026/03/06	(1) Audit Status of the Company's 2025 financial statements. (2) Key matters communicated with the governance unit and recent significant regulatory updates.

Note: The independent directors expressed no objections to the aforementioned matters of communication.

IV. Annual work focus and operation of the Audit Committee:

Work Focus	Operation Status	
	Resolution	The Company's response to committee members' opinions
Evaluation on the effectiveness of internal control system	Approved	Independent Directors have no opinion
Appointment and compensation of CPAs	Approved	Independent Directors have no opinion
Evaluation of the independence and competence of the CPAs with reference to the Audit Quality Indicators (AQIs)	Approved	Independent Directors have no opinion
Annual Financial Statements	Approved	Independent Directors have no opinion
Quarterly Financial Report	Approved	Independent Directors have no opinion

(III) Implementation Status of Corporate Governance and Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
I. Does the company establish and disclose its corporate governance best-practice principles based on the Corporate Governance Best-Practice Principles for Listed Companies?	✓		<p>A. The Company has established its corporate governance best-practice principles and set a corporate governance officer to perform corporate governance-related matters. For related regulations, please refer to the important internal regulations on the official website.</p> <p>B. The Company's Board of Directors resolved on March 21, 2019 to appoint CFO Chih-Ping, Cheng as the corporate governance Officer to protect shareholders' rights and interests and strengthen the functions of the Board of Directors. CFO Chih-Ping, Cheng has over 20 years of experience in accounting, auditing and financial management of listed companies. The main responsibilities of the Corporate Governance Officer are to handle affairs related to the Board of Directors and Shareholders' Meeting, prepare minutes of board meetings and shareholders' meetings, assist directors in their assumption of duty and continuing education, provide directors with the materials required for performance of their duties, and assist directors in legal compliance.</p> <p>C. The business execution status for 2025 is as follows:</p> <ol style="list-style-type: none"> 1. Assisted independent directors and directors in carrying out their duties, provided the materials required and arranged for directors' continuing education: <ol style="list-style-type: none"> (1) Provided members of the Board of Directors with the latest revisions and developments of laws and regulations related to the Company's business scope and corporate governance at the time of their appointment, and updated the relevant information on a regular basis. (2) Provided directors with the necessary company information and ensure smooth communication and interaction between directors and department managers. (3) Assisted in arranging meetings between the independent directors and the Chief Internal Auditor or CPAs when it is necessary to understand the Company's financial operations in accordance with the Corporate Governance Best Practice Principles. (4) In accordance with the industry characteristics of the Company and the education and experience background of the directors, assisted the independent directors and directors in preparing annual continuing education plans and arranging courses. 2. Assisted in legal compliance of the rules of procedure and resolution compliance of the Board of Directors' and Shareholders' Meetings: <ol style="list-style-type: none"> (1) Reported to the Board of Directors, Audit Committee, and Sustainability Development Committee on the Company's corporate governance implementation status, and confirmed whether the Company's shareholders' meetings and board meetings were held in compliance with the relevant regulations of Corporate Governance Best Practice Principles. (2) Assisted and reminded the directors of the rules and regulations that should be observed when conducting business or making formal resolutions of the Board of Directors, and put forward suggestions to the Board of Directors when illegal resolutions were about to be made. (3) Reviewed the release of material information on important 	—

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
			<p>resolutions of the Board of Directors after the meeting to ensure the legality and correctness of the content of the material information and ensure the equivalence of investors' transaction information.</p> <p>3. Prepared the agenda of the Board of Directors' meetings, notified the directors seven days in advance, convened the meetings and provided meeting information, reminded those who should avoid themselves from any issues due to conflict of interests in advance, and completed the meeting minutes of the Board of Directors within 20 days after the meeting.</p> <p>4. Handled pre-registration for the date of the shareholders' meeting, prepared the notice of meeting, meeting manual, and meeting minutes within the legal time limit, and registered the changes in case of amendment to the Articles of Association or the re-election of directors in accordance with the law.</p>	
<p>II. Shareholding structure & shareholders' rights</p> <p>(I) Does the company establish and implement internal operating procedures to deal with shareholders' suggestions, doubts, disputes, and litigations?</p> <p>(II) Does the company possess a list of its major shareholders with controlling power as well as the ultimate owners of those major shareholders?</p> <p>(III) Does the company establish and execute a risk management and firewall system within its affiliates?</p> <p>(IV) Does the company establish internal rules against insiders using undisclosed information to trade in securities?</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>(I) JPC has, in accordance with regulations, appointed a spokesperson to handle relevant matters. In addition, the Company has established a dedicated section on its official website to receive and respond to questions or suggestions raised by shareholders.</p> <p>(II) JPC keeps track of changes in insider shareholdings and may obtain a list of major shareholders and their ultimate controllers, and discloses relevant information on a regular basis.</p> <p>(III) JPC's investment matters are handled in accordance with the Company's "Internal Control System", "Internal Audit System" and relevant laws, "Procedures Governing Financial and Business Transactions Among Related Parties" and regulations.</p> <p>(IV) In 2025, JPC implemented strict measures to prevent insider trading and safeguard shareholder interests: Prior to each quarterly reporting period, JPC reminded all directors and insiders that trading in Company shares is prohibited within 30 days before the release of annual financial statements and 15 days before the publication of quarterly reports. In addition, irregular briefings were conducted to reinforce awareness of relevant legal requirements. JPC has established both the "Procedures for Handling Internal Material Information" and the "Insider Trading Prevention Management Procedures" to avert the occurrence of insider trading, thereby protecting investors and preserving the Company's rights and interests. Upon the appointment of new directors and managers, JPC provides comprehensive guidance on applicable regulations and emphasizes the precautions that must be observed to avoid insider trading.</p>	<p>—</p> <p>—</p> <p>—</p> <p>—</p>
<p>III. Composition and responsibilities of the Board of Directors</p> <p>(I) Does the Board of Directors establish a diversity policy and specific management objectives and implement them?</p>	<p>✓</p>		<p>(I)</p> <p>1. JPC's Board of Directors has formulated the Corporate Governance Best Practice Principles (third amendment was approved by the board on November 5, 2024), where a diversity policy is stated in Chapter 3 "Enhancing the Functions of the Board of Directors." The nomination and election of members of the Board of Directors is conducted in accordance with the Articles of Association, wherein a candidate nomination system is adopted. In addition to the evaluation of the education</p>	<p>—</p>

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(II) Does the company voluntarily establish other functional committees in addition to the legally-required Compensation Committee and Audit Committee?	✓		<p>background and work experience of candidates, stakeholders' opinions are also taken into consideration in accordance with the "Regulations Governing Election of Directors" and the "Corporate Governance Best Practice Principles" in order to ensure the diversity and independence of members of the Board of Directors.</p> <p>2. Among the nine members of the Board of Directors of the Company, there are three female members (Chairman Shu-Mei Chang, Director Yu-Ling Tsai, and Independent Director Shu-Ling Wang) and four independent directors (Independent Director Chih-Feng Lin, Independent Director Shu-Ling Wang, Independent Director Wei-Chu Hsu, and Independent Director Yen-Ping Chi), making the composition of the Board more diversified. The board members are specialized in different fields: Chairman Shu-Mei Chang, Vice Chairman Cin-Chih Jiang, Director Ming-Kung Yang, Director Ming-Hsiang Cheng, are specialized in leadership, operational judgment, business management, crisis management with industry knowledge and international market perspective; Director Yu-Ling Tsai and Independent Director Chih-Feng Lin are specialized in the field of law, and Independent Director Shu-Ling Wang, Wei-Chu Hsu and Yen-Ping Chi are specialized in the field of accounting and finance.</p> <p>3. JPC emphasizes gender equality in the composition of its Board of Directors. Female directors account for 33.33%, exceeding one-third of the Board, while independent directors represent 44.44%. Furthermore, none of the four independent directors have served more than three consecutive terms, thereby reinforcing both the independence and diversity of the Board's structure.</p> <p>4. Further information concerning the Board diversity policy can be found on the company website and the MOPS.</p> <p>(II) In addition to the establishment of the Compensation Committee and the Audit Committee, JPC has also set up other functional committees: (1)Sustainability Development Committee: Established on November 4, 2022, the Committee was created to promote and strengthen the implementation and supervision of ESG initiatives. Following the re-election at the Shareholders' Meeting on May 27, 2025, the Committee is composed of Chairman Shu-Mei Chang, Independent Director Shu-Ling Wang and Independent Director Yen-Ping Chi. Chairman Shu-Mei Chang serves as both the Convener and Chair of the Committee. (2)Nomination Committee: Established on November 4, 2025, the Committee is primarily responsible for establishing a transparent mechanism for the nomination of candidates, formulating selection criteria for Directors, Independent Directors, the Chief Executive Officer, the General Manager, and other managerial officers required for the Company's operations or management. It also regularly reviews Directors' continuing education plans and matters related to Board performance evaluation, thereby strengthening governance functions. The Committee is composed of Chairman Shu-mei Chang, Independent Director Chih-Feng Lin, and Independent Director Wei-Chu Hsu, with Independent Director Chih-Feng Lin serving as both the Convener and Chair.</p>	—
(III) Does the company establish standards and methods to evaluate the performance of the	✓		(III) The Company has disclosed its "Regulations for Board Performance Evaluation" on the MOPS and the Company's official website. For details on the Board performance evaluation results, please refer to	—

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof										
	Yes	No	Summary Description											
<p>Board of Directors, conduct the evaluation annually and regularly, report the results of evaluations to the Board of Directors, and use them as a reference for individual directors' compensation and nomination and renewal?</p> <p>(IV) Does the company regularly evaluate the independence of the CPAs?</p>	✓		<p>“Chapter 2. Corporate Governance Report” on page 13.</p> <p>(IV) The Company regularly evaluates the independence, suitability and professionalism of the CPAs at least once a year, focusing on the scale and reputation of the accounting firm, the number of years of continuous provision of audit services, the nature and extent of non-audit services provided, the audit fee, peer review, the absence of any legal proceedings or cases amended or investigated by the competent authorities, the quality of audit services, the availability of regular continuing education, and the interaction with the management and Chief Internal Auditor. The Company has confirmed that the CPAs have no financial interests or business relationships with the Company other than the fees for audit and tax cases, and that they meet the Company's independence evaluation standards and are qualified to serve as the Company's CPAs. The CPAs are required to provide a disinterested and independent written statement and Audit Quality Indicators (AQIs), based on which the Board of Directors will perform its evaluation. The evaluation results for the most recent two years were completed on May 8, 2024 and May 6, 2025 respectively. For the 2025 self-assessment results of the appointed CPAs and the Audit Quality Indicators (AQIs), please refer to page 45.</p>	—										
<p>IV. Does the company appoint adequate persons and a chief governance officer to be in charge of corporate governance matters (including but not limited to providing directors and supervisors required information for business execution, assisting directors and supervisors in following laws and regulations, handling matters in relation to the Board meetings and shareholders' meetings and keeping minutes at the Board meetings and shareholders' meetings according to law)?</p>	✓		<p>The Company has established a corporate governance unit with CFO Chih-Ping, Cheng as the Corporate Governance Officer to handle business related to corporate governance and learn related courses in accordance with the law.</p> <p>The education status of the corporate governance officer for 2025:</p> <table border="1"> <thead> <tr> <th>Date of Continuing Training</th> <th>Training Institution</th> <th>Course Name</th> <th>Training Hours (Hours)</th> <th>Total Training Hours (Hours)</th> </tr> </thead> <tbody> <tr> <td>2025/11/10 ~ 2025/11/11</td> <td>Taiwan Accounting Research and Development Foundation</td> <td>Continuing Education Course for Accounting Supervisors of Issuer, Securities Dealers and Stock Exchanges (3 hours of accounting + 3 hours of finance + 3 hours corporate governance and legal responsibility + 3 hours of professional ethics)</td> <td style="text-align: center;">12</td> <td style="text-align: center;">12</td> </tr> </tbody> </table>	Date of Continuing Training	Training Institution	Course Name	Training Hours (Hours)	Total Training Hours (Hours)	2025/11/10 ~ 2025/11/11	Taiwan Accounting Research and Development Foundation	Continuing Education Course for Accounting Supervisors of Issuer, Securities Dealers and Stock Exchanges (3 hours of accounting + 3 hours of finance + 3 hours corporate governance and legal responsibility + 3 hours of professional ethics)	12	12	—
Date of Continuing Training	Training Institution	Course Name	Training Hours (Hours)	Total Training Hours (Hours)										
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Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
V. Does the company establish communication channels and a dedicated section on the company website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material CSR issues in a proper manner?	✓		JPC has duly appointed a spokesperson to handle relevant matters and has established an “Investor Relations” section on its official website, together with a “Consultation & Feedback” channel to facilitate communication with stakeholders. In 2025, the Company conducted a comprehensive stakeholder mapping and identified five major categories—employees, customers, suppliers, shareholders/investors, and affiliated enterprises—alongside seven material sustainability issues—Business ethics and codes of conduct, Product safety and service, Occupational health and safety, Customer relationship management, Compliance management, Information security and customer privacy, Waste management. The communication outcomes and quantitative achievements with stakeholders in 2025 were reported to the Sustainability Development Committee on December 19, 2025, and subsequently presented to the Board of Directors on December 26, 2025. https://www.jpcco.com/lang/tw/investor/stakeholder https://www.jpcco.com/lang/tw/request_for_query	—
VI. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The Company has appointed KGI Securities to handle shareholder affairs.	—
VII. Information disclosure (I) Does the company have a website to disclose the financial operations and corporate governance status? (II) Does the company have other information disclosure channels (e.g., building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, and making the process of investor conferences available on the corporate website)? (III) Does the company publicly announce and file the annual financial reports within two months after the close of the given fiscal year and publicly announce and file the first, second, and third quarterly financial reports and the operation of each month ahead of the required deadline?	✓ ✓ ✓		(I) JPC has disclosed on its official website (https://www.jpcco.com) comprehensive information including financial and business data, corporate governance practices, and sustainability reports. (II) In compliance with regulations, the Company has established a spokesperson system, with Ms. Yi Wei-Ling serving as spokesperson. In addition, multilingual websites (English/Japanese) have been launched. Information regarding institutional investor conferences is also disclosed in the Investor Relations section of the official website. (III) (1) In accordance with statutory deadlines, the Company convenes Board meetings to approve quarterly financial reports, and on the same day releases material information and XBRL data for investor review. (2) On March 6, 2026, the Board approved the 2025 annual financial report and, on the same day, released material information and XBRL data. In addition, all quarterly reports for FY2025 were disclosed ahead of the statutory deadlines. (3) Monthly operating and financial information is provided to investors through the Investor Relations section of the Company’s official website.	— — —
VIII. Is there any other important information to facilitate a better understanding of the company’s corporate governance practices (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,	✓		(I) The Company attaches importance to labor safety and welfare, and has established relevant measures to provide employee protection. (II) The Company has joined the Responsible Business Alliance (RBA) and rigorously follow the regulations. (III) Based on the responsibility for protection of investors, the Company will disclose information in accordance with relevant laws and regulations, and promote good interaction with its investors. (IV) The Company has good interactive and cooperative relationship with suppliers and provides good and efficient information	—

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
the implementation of customer relations policies, and purchase of liability insurance for directors and supervisors)?			<p>communication to establish a long-term cooperation and economic operation model.</p> <p>(V) The Company regularly provides education courses for directors from time to time, and purchases liability insurance for directors in accordance with the Articles of Association.</p> <p>(VI) The Company's website has a stakeholder section and a corporate governance section to provide information about risk management policies.</p> <p>(VII) For information on the succession plan of the Company's board members and key management and its implementation status, please refer to page 31~32.</p>	
<p>IX. Please explain the improvements made in accordance with the Corporate Governance Evaluation results released by the TWSE's Corporate Governance Center, and provide the plans for improvement with items yet to be improved.</p> <p>1. In the 2025 Corporate Governance Evaluation (12th term), the Company was ranked within the 6%–20% range and will continue to advance the execution of ESG initiatives.</p> <p>2. JPC has completed its 2025 self-evaluation on the Taiwan Stock Exchange's Corporate Governance Evaluation Platform. Looking ahead, the Company will continue to align with regulatory policies and ESG evaluation requirements, while actively promoting and formulating measures to enhance governance practices and improve the quality of information disclosure.</p> <p>Improvements Implemented:</p> <p>(1) Environment (E):</p> <ul style="list-style-type: none"> ● Greenhouse Gas Inventory & Assurance: 100% coverage across headquarters and six factories. ● Waste Management: Completed third-party assurance. ● TCFD Quantification: Identified three risks and three opportunities; quantified one risk and one opportunity. ● ISO 14001 Certification Renewal: Mainland China plants completed renewal in May; Northern Vietnam plant completed audit and certification in August. ● Greenhouse Gas Inventory & Assurance: 100% coverage across headquarters and six factories. ● Environmental Data Disclosure: Published two years of performance data (water consumption and total waste volume) on the Company's website (https://www.jpcco.com). <p>(2) Social (S):</p> <ul style="list-style-type: none"> ● Established the Nomination Committee on November 4, 2025. ● Enhanced Employee Well-being: Average satisfaction score of 76; health check satisfaction score of 81.16; 16 E-Learning programs implemented. ● Cultural Engagement: Supported the documentary Wholehearted Devotion, chronicling 70 years of service by foreign priests in Hualien and Taitung; continued annual charity sales during Christmas season. ● Academic Collaboration & Talent Development: Partnered with NTUST, National Chung Cheng University, and Orient Institute of Technology to foster youth technical skills; internship conversion rate of 40%. ● Community Engagement Projects: Donated NT\$2 million to NTU Hospital Yunlin Branch for medical resources; contributed NT\$430,000 to support education for disadvantaged girls in Nepal; assisted small farmers in post-disaster recovery; supported Child Welfare League Foundation for 28 consecutive years, sponsoring three children annually (totaling about 30); since 2018, organized Christmas charity sales with all proceeds donated to public welfare. <p>(3) Governance (G):</p> <ul style="list-style-type: none"> ● The 2024 Sustainability Report obtained limited assurance from Ernst & Young on August 1, 2025, and was filed on August 27, 2025. ● All nine Directors completed statutory training hours. ● Board re-election held on May 27, 2025, with all Independent Directors serving fewer than three consecutive terms, reinforcing independence. ● Audit Committee Convener personally attended the 2025 Annual General Meeting, with full audio and video recording uploaded thereafter. ● The Company implemented and obtained ISO 27001 Information Security Management System certification in 2025 for Taipei headquarters, Vietnam Plant II, and Dongguan Hongfu. 				

Note: The Implementation Status, regardless of whether "Yes" or "No" is checked, should be explained in the Summary Description column.

JPC CONNECTIVITY INC.

2025 Annual Assessment of the CPAs' Competence and Independence

I. Evaluation explanation:

According to Article 29 of the Company's "Corporate Governance Best Practice Principles," a professional, responsible, and independent certified public accountant should be selected. The independence and competence of the appointed accountant should be assessed regularly (at least once a year) based on the Audit Quality Indicators (AQIs).

II. Basic information:

Name of Accounting Firm	Name of CPA
PricewaterhouseCoopers Taiwan	Jen-Chieh Wu
	Ya-Hui Lin

III. Evaluation content:

Evaluation Item	Compliance with Independence and Competence Requirements
1. The CPAs engaged by the Company maintain no material financial interests with JPC.	Yes
2. The CPA have no improper relationships with the Company.	Yes
3. The CPAs and their assistants regularly participate in evaluations conducted by professional associations or other relevant organizations, thereby upholding honesty, fairness, and independence.	Yes
4. They are prohibited from auditing or attesting to the financial statements of institutions they served within the preceding two years.	Yes
5. The CPAs' names may not be used by others.	Yes
6. They may not hold shares of the Company.	Yes
7. They may not engage in lending or borrowing transactions with the Company, except for normal dealings with financial institutions.	Yes
8. They may not enter into joint investments or profit-sharing arrangements with the Company.	Yes
9. They may not concurrently hold regular employment with the Company or receive fixed remuneration.	Yes
10. They may not collect any commissions related to their professional services.	Yes
11. No individual CPA's tenure may exceed seven consecutive years, and any reappointment must be separated by an interval of no less than three years.	Yes
12. The Company also considers whether the CPAs possess relevant audit experience in the electronics industry.	Yes

IV. Evaluation result:

The Company's Audit Committee evaluates the independence and competence of the appointed accountants annually. In addition to requiring the accountant to provide an "Independence Statement" and "Audit Quality Indicators (AQIs)," the evaluation is conducted

based on the aforementioned assessment criteria and the 13 AQI indicators. It has been confirmed that, aside from fees related to audits and tax matters, there are no other financial interests or business relationships between the accountants and the Company. Therefore, the accountants meet the Company's independence assessment standards and are deemed qualified to serve as the Company's accountants.

(IV) Operation of Functional Committees:

1. Please refer to pages 35–37 under “III. Corporate Governance Practices (II. Operation of the Audit Committee)” for details regarding the functioning of the Audit Committee.

2. Compensation Committee – Composition, Duties, and Operation.

(1) In accordance with the "Regulations Governing Establishment and Exercise of Authority of the Compensation Committee of Listed Companies", the Company's Board of Directors established the Compensation Committee on December 23, 2011.

(2) Information on the Compensation Committee members

Title	Qualifications Name	Professional Qualification and Experience	Independence Criteria	Number of Other Public Companies where the Individual Concurrently Serves as a Compensation Committee Member
Independent Director	Wei-Chu, Hsu	Please refer to Section 4. Information on Directors on page 17~21. Not under any of the categories stated in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or any of its affiliates. (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or is ranked in the top 10 in shareholdings.	1
Independent Director	Chih-Feng Lin		(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total number of issued shares of the Company, or that ranks among the top 5 in shareholdings, or that designates its representative to serve as a director or supervisor of the Company under Paragraph 1 or 2, Article 27 of the Company Act. (6) Not a director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights. (7) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company. (8) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution	2

Independent Director	Shu-Ling Wang		<p>that has a financial or business relationship with the Company.</p> <p>(9) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years.</p> <p>(10) Not a spouse or a relative within the second degree of kinship to any other director of the Company.</p> <p>(11) Not a governmental or judicial person or a representative thereof as defined in Article 27 of the Company Act.</p>	-
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(3) Responsibilities of the Compensation Committee

In accordance with Article 2 of the Company’s “Compensation Committee Charter,” the scope of responsibilities of the Compensation Committee is as follows:

- a. To establish and regularly review the policies, systems, standards, and structures for performance evaluation and compensation of directors and managerial officers.
- b. To regularly assess and determine the compensation of directors and managerial officers.

(4) Compensation Committee Operational Information

- a. There are a total of 3 members in the Compensation Committee of the Company.
- b. The term of office of the current Compensation Committee is from June 15, 2022 to June 14, 2025. A total of 2 meetings of the Compensation Committee were held in 2024, with the qualifications of members and attendance records as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remark
Independent Director(Convener)	Wei-Chu, Hsu	2	-	100.00	Note 1
Independent Director	Chih-Feng Lin	3	-	100.00	—
Independent Director	Shu-Ling Wang	3	-	100.00	—
Committee Member	Kuo-Ming Peng	1	-	100.00	Note 2

Note 1: At the Shareholders’ Meeting on May 27, 2025, all directors were newly elected.

Note 2: At the Shareholders’ Meeting on May 27, 2025, all directors were not reappointed during the full re-election.

Other matters to be recorded:

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

- (5) The date and session of the 2025 Compensation Committee meetings, the content of the motion, resolution, and the Company's response to the Compensation Committee's opinions.

Compensation Committee	Content of Motion and Follow-up	Resolution	The Company's response to the Compensation Committee's opinions
The 8th meeting of the 5th term Compensation Committee February 25, 2025	<ol style="list-style-type: none"> 1. Proposal for the distribution of employee and director remuneration for fiscal year 2024. 2. Adjustment plan for director compensation and allowances for the forthcoming sixth term. 3. Proposal for the allocation of managerial remuneration for fiscal year 2024. 4. Amendment to Article 14, Paragraph 6 of the Securities and Exchange Act, stipulating that companies must allocate a fixed proportion of annual profits to grassroots employees, to be used for salary adjustments or remuneration distribution. 	Approved with the unanimous consent of all committee members.	Submitted to the Board of Directors and approved with the unanimous consent of all directors present.
The 1st meeting of the 6th term Compensation Committee August 5, 2025	<ol style="list-style-type: none"> 1. Establishment of the position of Chief Executive Officer (CEO) to oversee strategic direction and resource allocation, thereby strengthening group strategy and integration. 2. Promotion of the Chief Operating Officer (COO) to concurrently serve as General Manager (GM), assuming comprehensive responsibility for corporate operations and organizational execution, with the aim of enhancing efficiency and strategic implementation. 	Approved with the unanimous consent of all committee members.	Submitted to the Board of Directors and approved with the unanimous consent of all directors present.
The 2nd meeting of the 6th term Compensation Committee December 26, 2025	<ol style="list-style-type: none"> 1. Follow-up on progress and key issues from the previous meeting. 2. Presentation of the annual Human Resources report. 	Approved with the unanimous consent of all committee members.	No objection.

3. Information on the members and operations of the Sustainability Development Committee.

- (1) On November 4, 2022, the Company established the Sustainability Development Committee, dedicated to advancing and reinforcing initiatives in sustainable development and ESG strategic direction. Its responsibilities encompass decision-making and oversight related to environmental (E), social (S), and corporate governance (G) dimensions, including comprehensive risk assessments and the formulation of responsive measures.
- (2) Sustainability Development Committee – Composition, Duties, and Operation. In accordance with Article 4 of the Company’s “Organizational Charter of the Sustainability Development Committee,” the scope of responsibilities of the Compensation Committee is as follows:
 - a. Formulate the Company’s sustainable development direction, strategies, and objectives, while establishing pertinent management policies and concrete implementation plans.
 - b. Promote and enforce initiatives related to corporate integrity, ethical business conduct, and risk management.
 - c. Monitor, review, and revise the execution and effectiveness of the Company’s sustainability development practices.
 - d. Address other matters as resolved and delegated by the Board of Directors.

(3) Responsibilities of the Sustainability Development Committee

- a. There are a total of 3 members in the Compensation Committee of the Company.
 b. The term of office of the current Compensation Committee is from June 15, 2022 to June 14, 2025. A total of 2 meetings of the Compensation Committee were held in 2024, with the qualifications of members and attendance records as follows:

Title	Name	Professional Qualifications & Experience	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remark
Chairman (Convener)	Shu-Mei Chang	Possesses strategic planning and leadership expertise, offering management insights related to sustainability.	1	-	100.00	—
Independent Director	Shu-Ling Wang	Specializes in financial strategy and operational analysis; formerly Senior Vice President and CFO of Delta Electronics, Inc. (Top 5% in Corporate Governance Evaluation).	1	-	100.00	—
Independent Director	Yen-Ping, Chi	Expertise in business process reengineering and management information systems; formerly Chair and Director of the Department of Information Management at National Central University, and Executive Director of the NCCU EMBA Program.	1	-	100.00	—

Other matters to be recorded:

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

(4) Sustainability Development Committee Operational Information

Sustainability Development Committee	Content of Motion and Follow-up	Resolution	The Company's response to the Sustainability Development Committee's opinions
The 1st meeting of the 2nd term Compensation Committee December 19, 2025	<ol style="list-style-type: none"> Report on the JPC Group Sustainability Organization Chart. Report on ESG Governance Implementation. 	Approved with the unanimous consent of all committee members.	No objection.

4. Information on the members and operations of the Nomination Committee.

- a. To align with the Company's corporate governance development direction and to strengthen the functions of the Board of Directors, the Company, in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies," established the Nomination Committee under the Board of Directors on November 4, 2025.
- b. Qualifications and Duties of Nomination Committee Members

The Committee shall be composed of at least three Directors appointed by the Board, with more than half of the members being Independent Directors. Pursuant to Article 4 of the Company’s “Organizational Charter of the Nomination Committee,” the Committee, under the authorization of the Board of Directors, shall exercise the duty of care of a prudent manager and faithfully perform the following functions, submitting its recommendations to the Board for discussion:

- (a) Establish standards for the selection of Directors, Independent Directors, the Chief Executive Officer, the General Manager, or other managerial officers required for the Company’s operations or management, and conduct the selection, review, and nomination of candidates accordingly.
- (b) Review and amend the rules and regulations related to the operation of the Board of Directors.
- (c) Formulate and periodically review the continuing education plan for Directors and the performance evaluation of the Board of Directors.
- (d) Address other matters as resolved and delegated by the Board of Directors.

c. Information on the Operation of the Nomination Committee.

- (a) The Company’s Nomination Committee consists of three members.
- (b) The current term of office: November 4, 2025 to May 26, 2028. In 2025, the Nomination Committee convened one meeting. The qualifications and attendance of the members are as follows:

Title	Name	Professional Qualifications & Experience	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remark
Independent Director (Convener)	Chih-Feng Lin	Holds a legal background and attorney qualifications. Formerly served as Chief Legal Officer of Taiwan Broadband Communications Co., Ltd., Deputy General Counsel of New Century InfoComm Tech Co., Ltd., and Senior Attorney at Jones Day International Law Firm.	1	-	100.00	—
Chairman	Shu-Mei Chang	Possesses strategic planning and leadership expertise, providing relevant management insights.	1	-	100.00	—
Independent Director	Wei-Chu, Hsu	Extensive academic and professional experience in business, accounting, and corporate affairs. Former Professor, Chair, and Director of the Department of Public Finance and Graduate Institute of Public Finance at National Chengchi University; Independent Director and Executive Director of Hua Nan Commercial Bank; Independent Director of Nippon Electric Trading Co., Ltd.	1	-	100.00	—

Other matters to be recorded:

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

d. Nomination Committee Operational Information.

(a) The Company's Nomination Committee consists of three members.

(b) The current term of office: November 4, 2025 to May 26, 2028. In 2025, the Nomination Committee convened one meeting. The qualifications and attendance of the members are as follows:

Nomination Committee	Content of Motion and Follow-up	Resolution	The Company's response to the Nomination Committee's opinions
The 1st meeting of the 2nd term Compensation Committee December 26, 2025	<ol style="list-style-type: none"> 1. Election of the Convener and Meeting Chairperson of the First Nomination Committee. 2. Definition of managerial officers and scope of discussion across committees. 3. Planning of Directors' continuing education courses for 2026. 	Approved with the unanimous consent of all committee members.	No objection.

(V) Implementation Status of Promoting Sustainable Development and Deviations from the Sustainable Development Best Practice Principles for Listed Companies and Reasons Thereof

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
I. Does the company establish a governance structure and an exclusively (or concurrently) dedicated unit to implement sustainable development and have management appointed by the Board of Directors to be in charge of sustainable development and to report the supervision results to the Board of Directors?	✓		<ol style="list-style-type: none"> 1. The Company established the Sustainability Development Committee on November 4, 2022, under the supervision of the General Manager, to oversee and advance sustainable development and ESG strategic direction. 2. The Committee is scheduled to convene twice annually, reviewing the progress of short-, medium-, and long-term ESG objectives, with reports submitted to the Board of Directors. 3. On a quarterly basis, the Committee reports to the Board on the progress of annual greenhouse gas inventories conducted at headquarters and across all production sites. 	—
II. Does the company conduct risk assessments on environmental, social and corporate	✓		1. The Company enacted its Risk Management Policy on March 20, 2020, and subsequently revised it on	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
governance issues related to the business operations and formulate relevant risk management policies or strategies based on the materiality principle?			<p>August 5, 2025.</p> <p>2. In alignment with its overall operational strategy, the Company identifies and defines various risks, continuously monitoring significant domestic and international issues as well as external environmental changes. It actively promotes preventive measures and loss-control mechanisms, while regularly reviewing and strengthening organizational resilience to mitigate or avert potential risks during operations. These efforts are reinforced through internal training programs, transparent information disclosure, and the implementation of early-warning and reporting systems.</p> <p>3. Against the backdrop of an expanding global footprint and rapidly shifting economic conditions, the Company faces increasingly diverse and complex challenges. To enhance corporate resilience and ensure sustainable operations, the Sustainability Development Committee, adhering to the principle of materiality in the Sustainability Report, integrates the “three lines of defense” framework into risk management. This approach is aligned with the Company’s overall operational strategy, enabling systematic identification and definition of various risks.</p> <p>4. The scope of risks encompasses economic development and corporate governance, environmental protection, social responsibility, and other critical issues (including emerging global risks). Through ongoing risk identification and assessment, the Company focuses on key risk items, formulates and enforces corresponding management measures, and thereby effectively mitigates potential impacts to safeguard stable operations and foster long-term value creation.</p>	
<p>III. Environmental issues</p> <p>(I) Does the company establish an environmental management system proper to its industry’s characteristics?</p>	✓		<p>(I) In accordance with the characteristics of our industry, the Company has established a dedicated environmental management unit and obtained certifications such as ISO 14001 and SONY GP. Furthermore, verification is conducted under the ISO 14064-1 greenhouse gas inventory framework.</p>	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(II) Does the company endeavor to utilize energy sources more efficiently and use renewable materials that have low impact on the environment?	✓		<p>These management systems have incorporated environmental governance, energy conservation, carbon reduction, greenhouse gas mitigation, energy, water resource, and waste management into corporate policy.</p> <p>(II) Our products comply with RoHS, REACH, and IEC 62474 standards, and we have secured QC080000 certification for hazardous substance management. We also enforce a strict policy against the use of conflict minerals, ensuring that materials, components, and products delivered to customers—such as gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), tin (Sn), and mica—are never sourced from armed groups, illegal organizations, or conflict zones in the Democratic Republic of Congo, nor obtained through illicit smuggling. This policy reflects our commitment to human rights and our refusal to use minerals extracted under conditions of armed conflict or human rights violations.</p> <p>To enhance waste management efficiency and environmental awareness, our China facilities have implemented an intelligent solid-waste management system, resulting in a 4.3% increase in the recyclability rate of general waste compared with the previous year.</p>	—
(III) Does the company assess the potential risks and opportunities of climate change for its current and future operations and undertake response measures with respect to climate change?	✓		<p>(III) Guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Company has identified climate-related risks and opportunities by referencing international scientific reports and peer practices, while aligning with our own business model. Ultimately, six transitional risks, four physical risks, and five opportunity areas were recognized, categorized as follows:</p> <p>Transitional Risks: (1) Policy and regulation, (2) Technology, (3) Market, (4) Reputation</p> <p>Physical Risks: (1) Immediate, (2) Long-term</p> <p>Opportunities: (1) Resource efficiency, (2) Energy sources, (3) Products and services, (4) Market</p>	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(IV) Does the company calculate the amount of greenhouse gas emissions, water consumption, and waste production in the past two years and implement policies to cut down greenhouse gas emissions, water consumption and waste production?	✓		potential. (IV) JPC Group promotes and implements the policy of reducing electricity consumption in offices and installing energy-saving lamps to reduce greenhouse gas emissions. The Company has obtained local production permits and ISO14001 certification for each production site; conducts annual internal audits of environmental performance to reduce resource waste and waste generation and to implement the concept of sustainable operation. The greenhouse gas emissions for the past two years (Table 9-1), water consumption, and total waste volume have been disclosed on the Company's website (https://www.jpcco.com).	—
IV. Social issues (I) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		(I) The Company, in accordance with relevant laws and international human rights conventions, has established and implemented human rights management policies and procedures to safeguard employees' legitimate rights and interests. These policies are based on the International Bill of Human Rights, the fundamental conventions of the International Labour Organization (ILO), Taiwan's Labor Standards Act, and the Responsible Business Alliance (RBA) Code of Conduct, serving as the foundation for human rights management and operational decision-making. The Company's Human Rights Policy explicitly prohibits discrimination, forced labor, and child labor; ensures labor conditions and workplace safety; respects freedom of association and grievance mechanisms; and institutionalizes management and internal advocacy to ensure these principles are embedded in daily operations. In addition to legally mandated pension contributions and the establishment of an employee welfare committee, the Company continuously enhances the work environment and employee benefits to foster a safe, respectful, and inclusive workplace.	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(II) Does the company appropriately reflect the business performances or achievements in the employee compensation policy (including salary, annual leave and other benefits)?	✓		<p>In terms of external audits, the Vietnam plant has successfully passed one RBA Validated Assessment Program (VAP) audit, while the Taipei plant has consecutively passed two RBA VAP audits, demonstrating that the Company's human rights policies and management practices comply with international responsible supply chain standards.</p> <p>(II) The Company has established and implemented reasonable employee welfare measures covering compensation, leave, and other benefit systems, ensuring that business performance and results are appropriately reflected in employee remuneration.</p> <p>Compensation System: The Company adheres to the principles of pay equity and performance linkage, establishing a performance-oriented reward framework. Regular performance evaluations are conducted to assess goal achievement, and remuneration is provided in accordance with the Employee Welfare Regulations, Employee Compensation Management Measures, and Performance Bonus Management Measures, ensuring competitive and reasonable compensation aligned with market standards.</p> <p>Profit Distribution: In accordance with Article 19 of the Articles of Incorporation, when annual profits are recorded, not less than 7% shall be allocated as employee compensation. Of this amount, 20% to 30% is distributed to grassroots employees. To embody the spirit of Article 14 of the Securities and Exchange Act and continuously optimize the distribution mechanism, the Company prioritizes allocating approximately 20% to 30% of total employee compensation for salary adjustments or remuneration distribution to grassroots employees, thereby concretely practicing the principle of sharing business achievements.</p> <p>Working Hours and Leave System:</p>	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(III) Does the company provide a healthy and safe work environment and organize health and safety training for its employees on a regular basis?	✓		<p>In addition to full compliance with the Labor Standards Act, the Company provides flexible working arrangements tailored to operational characteristics and offers leave entitlements superior to statutory requirements. These measures assist employees in balancing work and personal life, enhancing overall job satisfaction and retention stability.</p> <p>(III) The Company provides employees with a safe and healthy working environment and, in compliance with relevant laws and the RBA Code of Conduct, has established a comprehensive occupational safety and health management framework. Regular safety and health training programs are implemented to ensure workplace safety and employees' physical and mental well-being.</p> <p>Safety and Health Management: In alignment with the RBA Code of Conduct, the Company has developed an occupational safety and health management mechanism, subject to continuous review through third-party audits. With the goal of "zero occupational accidents," the Company is committed to building a secure and risk-free working environment. Certified professionals, including Class A business supervisors, occupational safety managers, and fire prevention managers, are appointed, with mandatory retraining programs in place to maintain professional competence and regulatory compliance.</p> <p>Safety and Health Education: From basic safety training for new employees (minimum of three hours) to regular occupational safety and health training for all staff, the Company institutionalizes education programs to strengthen safety awareness and embed it into daily operations.</p> <p>Health Promotion: Beyond statutory health examinations, the Company adopts health promotion measures exceeding regulatory requirements, emphasizing employees' physical, mental, and</p>	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(IV) Does the company establish effective career development and training plans for its employees?	✓		<p>spiritual balance. Quarterly health seminars are organized, incorporating activities such as exercise, stretching, and stress-relief courses. Through diverse and engaging programs, employees are supported in stress management and health awareness, fostering a workplace culture that is safe, reassuring, and supportive.</p> <p>(IV) The Company has established a systematic employee career development and training framework, designed to support professional growth and long-term advancement across different career stages and job requirements.</p> <p>Training Framework:</p> <p>(A) Internal and External Resources: Training programs combine in-house courses with external resources, covering both professional skill development and general education, enabling employees to deepen expertise while broadening cross-disciplinary and cross-cultural perspectives.</p> <p>(B) Industry Trends and Digital Transformation: AI and digital tool courses are continuously introduced, including tool demonstrations, practical competitions, and innovative applications. These are integrated with internal projects and annual activities to help employees master new technologies, enhance efficiency, and strengthen digital capabilities.</p> <p>(C) Career Development and Diverse Learning: Employees are encouraged to pursue secondary specialties or cross-functional skills, provided that core job responsibilities are not affected. This supports diverse learning and flexible development, forming a foundation for organizational resilience and sustainability.</p> <p>(D) Senior Employee Programs: Tailored training for experienced staff focuses on competency renewal and knowledge transfer, combining professional deepening, cross-generational exchange, and mentorship mechanisms. Senior employees are empowered to</p>	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(V) Does the company comply with relevant regulations and international standards regarding customer health and safety, right to privacy, marketing and labeling of its products and services and set up relevant consumer or customer protection policies and complaint procedures?	✓		<p>continue contributing expertise and serve as pillars of organizational knowledge and culture.</p> <p>(E) Global and Cross-Site Training: In response to global expansion and multinational operations, the Company gradually promotes cross-border and cross-site training programs, cultivating talent with international vision and cross-cultural communication skills to serve as future resources for subsidiaries and overseas operations.</p> <p>(F) New Employee and Intern Programs: Coaching-based training and guidance mechanisms are established to help new employees and interns quickly integrate into the organization, build professional foundations, and connect with subsequent career development pathways.</p> <p>(V) The Company places high importance on customer health and safety, privacy protection, and compliance in marketing and labeling. All practices strictly adhere to relevant laws and international standards, supported by a comprehensive consumer rights protection policy and grievance mechanism.</p> <p>Marketing and Labeling Compliance: The Company rigorously follows legal requirements to prevent any deceptive, misleading, or harmful practices that could compromise consumer rights. In raw material procurement, the Company complies with the Responsible Business Alliance (RBA) Code of Conduct and international standards including ISO 14001, RoHS, and QC080000.</p> <p>Quality Management: A dedicated Quality Management Department has been established to oversee processes covering sample production, customer complaint handling, and product return/exchange procedures. Corrective and preventive measures are promptly implemented in response to recurring or significant deficiencies. The scope of complaint handling extends from pre-sale design and quality information</p>	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(VI) Does the company formulate and implement supplier management policies that require suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights?	✓		<p>provision to post-sale product modification requests, ensuring end-to-end quality management and customer satisfaction.</p> <p>Performance in 2025: No significant violations of product or service health and safety regulations occurred, nor were there any customer complaints or product recalls.</p> <p>(VI) The Company has established the Supplier Evaluation Management Procedure and the RBA Supplier Management Guidelines. Through new supplier screening, annual audits and evaluations, corrective actions, and regular meetings, the Company ensures stable supplier quality while strengthening sustainability recognition across the value chain(https://www.jpcco.com/lang/tw/esg/hygiene).</p> <p>To avoid the use of controversial raw materials, the Group strictly controls substances of concern, including RoHS and REACH SVHC. In addition, the Company actively responds to sustainable supply chain management policies by implementing three major raw material management mechanisms: Environmental Management Substance Standards Hazardous Substance Management Conflict-Free Minerals Policy Requirements</p> <p>By collaborating closely with suppliers and customers, the Company promotes environmental protection and sustainable development throughout the supply chain.</p>	—
V. Does the company refer to internationally-used standards or guidelines for the preparation of reports such as sustainability reports to disclose non-financial information? Are the reports certified or assured by a third-party accreditation body?	✓		<p>1. In alignment with the Sustainable Development Action Plans for TWSE/TPEX Listed Companies issued by the Financial Supervisory Commission (FSC), the Company prepared its 2024 (FY113) Sustainability Report with reference to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) framework. The report was completed and filed by the end of August 2025 (FY114)</p>	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
			<p>and has been proactively disclosed on the Company's official website (https://www.jpcco.com/lang/tw/esg/esgReport2025) as well as on the Market Observation Post System (MOPS), ensuring transparency in ESG performance.</p> <p>2. Key data in the Sustainability Report was subject to limited assurance by an independent third-party verification body, in accordance with TWSAE 3000, thereby reinforcing the credibility and reliability of the Company's ESG disclosures.</p>	
<p>VI. If the company has established sustainable development best-practice principles based on the "Sustainable Development Best Practice Principles for Listed Companies," describe the implementation and any deviations from such principles: N/A.</p>				
<p>VII. Other important information to facilitate a better understanding of the implementation of sustainable development: The Company is committed to raising the awareness of environmental protection among all employees, and requires compliance with relevant environmental protection requirements in product manufacturing processes and recycling of scrapped products.</p>				

(VI) The risks and opportunities posed by climate change to the Company and the response measures adopted by the Company.

Item	Implementation Status								
I. The supervision and governance of climate-related risks and opportunities by the Board of Directors.	<p>The Board of Directors serves as the highest governance authority on climate-related matters, entrusted with formulating the Company's overarching climate strategy and overseeing senior management in the execution of climate risk management and key performance indicators.</p> <p>As a functional committee directly under the Board, the Sustainability Development Committee—comprising independent directors and members authorized by the Board with expertise in corporate sustainability—convenes at least once annually. The Committee is responsible for devising, advancing, and reinforcing major sustainability policies and action plans (including climate-related initiatives) across the Group, as well as reviewing associated capital expenditures.</p> <p>It regularly evaluates, monitors, and revises the implementation and effectiveness of sustainability practices, reporting its findings and recommendations to the Board of Directors.</p>								
II. Identification of the influence on the Company's operations, strategies and finance in the short-term, medium-term and long-term caused by of climate risks and opportunities.	<p>The Company identifies climate-related risks and opportunities by studying findings from the International Energy Agency (IEA), the Intergovernmental Panel on Climate Change (IPCC), and leading industry peers. Transition risks are assessed with reference to the IEA's Net Zero Emissions (NZE) scenario, while physical risks are evaluated based on the IPCC's most extreme climate projections. These assessments are conducted in close collaboration with departmental managers and external experts, focusing on the most pertinent climate issues to our business across the short term (within one year of the reporting period), medium term (2027–2030), and long term (2031–2050).</p>								
	<table border="1"> <thead> <tr> <th>Type</th> <th>Time</th> <th>Climate-related Topic</th> <th>Potential Financial Impact</th> </tr> </thead> <tbody> <tr> <td>Transition Risk</td> <td>Short-term</td> <td>Technology – The emergence of low-carbon technologies</td> <td>The Company continues to enhance the energy-efficient design of its products and develop solutions with</td> </tr> </tbody> </table>	Type	Time	Climate-related Topic	Potential Financial Impact	Transition Risk	Short-term	Technology – The emergence of low-carbon technologies	The Company continues to enhance the energy-efficient design of its products and develop solutions with
	Type	Time	Climate-related Topic	Potential Financial Impact					
Transition Risk	Short-term	Technology – The emergence of low-carbon technologies	The Company continues to enhance the energy-efficient design of its products and develop solutions with						

Item	Implementation Status			
			replacing existing products and services	higher transmission efficiency, which in turn leads to increased research and development expenditures.
			Technology – Unsuccessful investments in new technologies	Remaining in existing markets may constrain the Company’s growth potential. Should these markets gradually contract while emerging sectors rise, the Company could face the risk of declining revenue.
	Physical Risk	Long-term	Long-term – Rising sea levels	The global rise in sea levels may submerge low-lying areas, resulting in damage to assets.
	Opportunity	Short-term	Market – Entering new markets	In response to regulations banning the sale of gasoline vehicles, the electric vehicle and associated automotive electronics industries have flourished. The Company is investing in the development of products in these related fields to boost revenue.
		Mideum-term	Products and Services – Research and innovation in the development of new products and services	Enhancing the transmission efficiency and lifecycle management of products to strengthen their future competitiveness and market share, thereby meeting the potential demands of future customers.
			Energy Sources – Utilization of low-carbon energy	Expand the Company’s use of renewable energy, reducing reliance on coal-based power and the associated carbon fees.
III. The financial influence on extreme climate and transition actions.	Please refer to the table in Item II above for the potential financial impacts of transition risks, physical risks, and opportunities. The corresponding response strategies for the identified climate-related risks and opportunities are detailed in the following table in Item IV below.			
IV. Description of how the process of identifying, assessing and managing climate risks is integrated into the overall risk management system.	<p>Identification and Assessment Process of Climate-Related Risks:</p> <p>The Company follows the ISO 31000 framework for the assessment of climate risks and opportunities. Department heads, in collaboration with external experts, evaluate the likelihood and impact of each climate-related issue. The assessment results of these issues are used to prioritize climate significance for the Company.</p> <p>Management Process for Climate-Related Risks and Opportunities:</p> <p>The Company’s Sustainability Management Committee, in accordance with the "Risk Management Policies and Procedures," manages the identification, analysis, evaluation, and control of operational risks within the group. Climate-related risks are integrated into the overall risk management framework, with processes in place for risk identification, evaluation, strategy formulation, and oversight. The committee is responsible for supervising relevant units and reporting execution outcomes to the Board of Directors. The detailed process is as follows:</p> <ul style="list-style-type: none"> ● Developing Response Strategies for Significant Risks and Opportunities: After evaluating and consolidating risks and opportunities, department managers develop appropriate response strategies for the top three significant risks and opportunities, based on their ranking. ● Reviewing Risk and Opportunity Management: Department managers are responsible for monitoring the implementation of risk and opportunity management within their scope and management processes, ensuring follow-up tracking and improvement ● Reporting and Disclosure: Department managers report on the implementation process and results to the Sustainability Committee on a regular basis. All reports must pass through appropriate 			

Item	Implementation Status		
	<p>mechanisms for documentation and review, and are ultimately presented to the Board of Directors for decision-making.</p> <p>For the top three ranked climate-related risks and opportunities, the Company has outlined the following management measures to mitigate, transfer, or control the impact of climate risks on operations and to capitalize on climate change opportunities as much as possible:</p>		
	Type	Climate-related Topic	Response Strategies
	Transition Risk	Technology – The emergence of low-carbon technologies replacing existing products and services	Continue investing in the development of low-carbon products, and the Company’s current core products are already aligned with future market trends.
		Technology – Unsuccessful investments in new technologies	Actively develop high value-added products to enhance the competitiveness of our offerings, while closely tracking market trends and industry developments to initiate product innovation that meets evolving market demands.
	Physical Risk	Long-term – Rising sea levels	Continuously monitor climate-vulnerable operational sites and reinforce emergency response plans.
	Opportunity	Market – Entering new markets	Invest in cutting-edge technology development, actively focusing on EV energy vehicle connectors and wiring harnesses for new energy storage systems in alignment with market commercialization demands.
		Products and Services – Research and innovation in the development of new products and services	Focus on key technologies in emerging markets, continuously advancing and integrating research and development across diverse fields.
		Energy Sources – Utilization of low-carbon energy	Since 2023, the Company has conducted internal greenhouse gas inventories, progressively reducing direct emissions from operational activities (Scope 1), indirect emissions from energy consumption (Scope 2), and value chain-related indirect emissions (Scope 3). We are proactively establishing a secondary supplier database to mitigate the risk of operational disruptions caused by climate change, while continuously guiding supply chain partners to set science-based carbon reduction targets, driving the entire value chain toward net-zero emissions.
V. Description of the scenario, parameters, assumptions, analytical factors, and financial influence if the scenario analysis to evaluate resilience to climate change risks is conducted.	Based on the Company’s prioritization of climate-related risks and opportunities, transition risks are assessed with reference to the Net Zero Emissions (NZE) scenario published by the IEA, while physical risks are evaluated according to the most severe scenario presented by the IPCC. For the analytical factors and primary financial impacts, please refer to Item II.		

Item	Implementation Status
<p>VI. Description of the transition plan in response to climate risks, including its content, and indicators and objectives used in identifying the physical and transition risks.</p>	<p>(I) In adherence to the spirit of Science-Based Targets (SBT), the Company has designated 2025 as the baseline year and set a goal to achieve an absolute 5% reduction in Scope 2 greenhouse gas emissions (indirect energy emissions) by 2030. To this end, it systematically identifies decarbonization opportunities and advances a diverse range of measures, including the replacement of electric and high-efficiency vehicles, upgrading of energy-efficient air-conditioning systems, implementation of energy management mechanisms, execution of power-saving programs, and increasing the proportion of renewable energy usage, thereby continuously reducing the operational carbon footprint.</p> <p>(II) Beyond greenhouse gas emissions, the Company concurrently manages key environmental indicators such as energy consumption, electricity usage, energy intensity, water withdrawal, wastewater discharge, and waste generation, thereby strengthening overall environmental performance management.</p> <p>(III) Energy-saving and carbon-reduction projects are actively promoted across all production sites, with plans to incorporate project outcomes into the performance evaluation system. By linking these results to the operational performance of business units, the Company enhances employee participation and ensures the effective realization of its carbon-reduction objectives.</p>
<p>VII. Description of the pricing foundation if internal carbon pricing is used as a planning tool.</p>	<p>The Company does not yet meet the criteria for carbon fee assessment, and therefore has not implemented internal carbon pricing at this time. We will continue to monitor domestic and international carbon pricing mechanisms, evaluate the benefits of adopting internal carbon pricing, and strive to align with international standards.</p>
<p>VIII. Description of the transition plan in response to climate risks, including its content, and indicators and objectives used in identifying the physical and transition risks.</p>	<p>In 2025, the Company completed a comprehensive greenhouse gas inventory covering the consolidated financial reporting boundary, including headquarters and six major production sites; accordingly, 2025 was designated as the baseline year for reduction targets. To formulate its greenhouse gas reduction strategy, the Company had progressively undertaken inventories of the parent entity beginning in 2023. On December 26, 2025, the Sustainability Development Committee submitted the results to the Board of Directors, which subsequently approved the establishment of a short-term target: a 5% reduction in Scope 2 (indirect energy emissions) by 2030 compared with 2025 levels.</p> <p>In response to evolving greenhouse gas regulations and international carbon pricing trends, the Company will dynamically adjust its operational strategies to align with reduction management timelines. Through this proactive approach, it seeks to mitigate the impact of carbon emissions while simultaneously enhancing its competitive advantage in operations.</p>
<p>IX. Calculations of greenhouse gas emissions.</p>	<p>In 2025, the Company completed greenhouse gas emission calculations and prepared the inventory report with third-party assurance, covering headquarters and six major overseas production sites. Accordingly, 2025 has been designated as the baseline year for reduction targets.</p> <p>Furthermore, the Company plans to finalize greenhouse gas inventories for consolidated subsidiaries by 2027, thereby extending the scope of coverage to ensure comprehensive and consistent emissions management across the entire Group.</p> <p>This phased approach underscores the Company's commitment to rigorous climate governance and transparent disclosure, aligning with international standards and long-term sustainability objectives.</p>

9-1 Greenhouse gas emission audits and verification in the most recent two years

9-1-1 Greenhouse gas emissions audits:

Greenhouse gas emissions for the past two years in terms of volume (tonnes of CO₂e), density (tonnes of CO₂e per million dollars), and the scope of data coverage.

Basic information on the Company	The following should be disclosed according to the Sustainability Development Pathway for listed companies
<input type="checkbox"/> Company with capital exceeding NT\$10 billion, steel industry, and cement industry	<p>In accordance with the Financial Supervisory Commission's order No. 11103849344, the Company is required to begin conducting individual inventory starting in 2026.</p>
<input type="checkbox"/> Company with capital exceeding NT\$5 billion but below NT\$10 billion	<p>In accordance with the Financial Supervisory Commission's order No. 11103849344, the Company's subsidiaries under the</p>
<input checked="" type="checkbox"/> Company with capital below NT\$5 billion	

Basic information on the Company	The following should be disclosed according to the Sustainability Development Pathway for listed companies
	consolidated financial reports are required to begin conducting inventories starting in 2027.

Scope of Coverage	2025		
	Total emission volume of Scope 1 (tonnes of CO ₂ e)	Total emission volume of Scope 2 (tonnes of CO ₂ e)	Density (tonnes of CO ₂ e per million dollars)
Taiwan headquarter and Taipei production site	30.5802	323.0926	
Dongguan Hung Fu Electronic Technology Co., Ltd.	79.0051	1,082.1922	
Dongguan Houjie Hua-Bao Electronics Technical Limited Co.	26.0291	1,053.1341	
ASKA Technologies Inc.	51.9544	355.2710	
PEC Vietnam	21.7471	279.0288	
JPC Connectivity Company Limited	16.2696	372.1052	
Total	225.5855	3464.8239	

Note: For the 2025 greenhouse gas emissions assurance, the verification results and detailed report are provided in the Sustainability Report of that year.

Scope of Coverage	2024		
	Total emission volume of Scope 1 (tonnes of CO ₂ e)	Total emission volume of Scope 2 (tonnes of CO ₂ e)	Density (tonnes of CO ₂ e per million dollars)
Taiwan headquarter and Taipei production site	31.4527	305.9722	
Dongguan Hung Fu Electronic Technology Co., Ltd.	86.9863	1,229.8945	
Dongguan Houjie Hua-Bao Electronics Technical Limited Co.	25.3455	1,109.3492	
ASKA Technologies Inc.	74.2702	332.1536	
PEC Vietnam	16.1923	277.3749	
JPC Connectivity Company Limited	12.4839	159.5534	
Total	246.7309	3,414.2978	

Note: The Company has completed greenhouse gas inventory and third-party verification in accordance with ISO 14064-1.

9-1-2 Greenhouse gas emissions verification:

Verification status for the two most recent years up to the printing date of the annual report, including the scope, verifying agency, criteria, and opinion.

Category	Scope of Verification of 2025	Verifying Agency of 2025	Description of Verification Status
Scope 1	Total of 6 sites: Taiwan headquarter and Taipei production site, 3 factories in China, and 2 factory in Vietnam.	Ernst & Young	In 2026, JPC obtained the assurance report for its 2025 greenhouse gas inventory, covering headquarters and six major overseas production sites.
Scope 2			The verification was conducted by Ernst & Young Taiwan in accordance with the ISO 14064-1:2018 Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals. The assurance provided limited verification of Scope 1 (direct emissions) and Scope 2 (indirect energy emissions).

Note: According to the Financial Supervisory Commission's order numbered 11103849344, the Company has capital below NT\$5 billion and thus should complete the verification starting in 2028, and the verification for subsidiaries should be completed starting in 2029.

9-2 Greenhouse gas reduction targets, strategies, and specific action plans:

In 2025, JPC connectivity Inc. completed the greenhouse gas inventory within the consolidated financial reporting boundary, thereby designating 2025 as the baseline year for reduction targets.

To develop its reduction strategy, the Company had progressively undertaken inventories of the parent entity beginning in 2023. On December 26, 2025, the Sustainability Development Committee submitted the results to the Board of Directors, which approved the establishment of a short-term target: a 5% reduction in Scope 2 (indirect energy emissions) by 2030 compared with 2025 levels.

In alignment with evolving greenhouse gas regulations and international carbon pricing trends, the Company will dynamically adjust its operational strategies to meet reduction management timelines. Through this proactive approach, it seeks to mitigate the impact of carbon emissions while simultaneously strengthening its competitive advantage.

(VII) Implementation Status of Ethical Corporate Management, Measures, and Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
I. Establishment of ethical corporate management policies and programs				
(I) Does the company establish the ethical corporate management policies approved by the Board of Directors and declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its Board to implement the policies?	✓		(I) On March 20, 2020, the Company established the Ethical Corporate Management Best Practice Principles to implement the ethical corporate management policy and to actively prevent unethical conduct. In accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and the relevant laws and regulations of the regions where the Company and the Group's companies and organizations operate, the Company formulates the specific regulations on the matters to be noted by our personnel when performing business and discloses them on the Company's official website.	—
(II) Does the company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include those specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	✓		(II) In order for the Company's directors, managers and employees to understand and truly follow the Company's ethical corporate management philosophy, we have established the "Ethical Corporate Management Best Practice Principles" and the "Rules for Handling Reports on Illegal, Unethical or Dishonest Conducts" and a reporting system in 2020, which include ethical management of commercial activities, prohibiting any illegal or unethical conduct such as giving or receiving bribes or other improper benefits. In addition, the Company's managers and employees will sign the "Employment and Confidentiality Agreement" and the "Letter of Commitment for Employee Business Ethics" when they are newly recruited. In 2025, all new employees of the Company had signed (62 new employees, 100%).	—
(III) Does the company specify in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implement them and review the prevention	✓		(III) The Company has established an effective internal control system to prevent integrity violations. The Company provides the provisions of the Ethical Corporate Management Best Practice Principles on its official	—

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
programs on a regular basis?			website, which specifies the operating procedures to strengthen the corporate governance mechanism. The grievance mechanism has been disclosed on the Company's website (https://www.jpcco.com).	
<p>II. Fulfillment of ethical corporate management</p> <p>(I) Does the company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties?</p> <p>(II) Does the company establish an exclusively dedicated unit supervised by the Board of Directors to be in charge of ethical corporate management and report to the Board of Directors the implementation of ethical corporate management policies and prevention programs on a regular basis (at least once a year)?</p> <p>(III) Does the company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?</p> <p>(IV) Does the company establish effective accounting systems and internal control systems to implement ethical corporate management, with the internal audit unit being responsible for</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>(I) The Company operates based on the principle of integrity, conducting business activities in a fair and transparent manner. Before entering into business relationships, we assess the legality and integrity of our agents, suppliers, clients, and other business partners to avoid engaging with parties involved in dishonest practices. Contracts signed with our agents, suppliers, clients, or other business partners include clauses that require adherence to our integrity-based business policies, with provisions allowing for the termination or cancellation of the contract if any party is found to be involved in dishonest behavior.</p> <p>(II) The Company's legal department is in charge of ethical corporate management, evaluates whether there is any violation of ethical corporate management within the Company or by the Board of Directors. On November 4, 2025, the implementation status of ethical corporate management was reported to the Board of Directors and disclosed on the Company's website.</p> <p>(III) The Company's "Code of Integrity" clearly defines conflict of interest provisions and situations of conflict, requiring relevant personnel to avoid such conflicts. It also provides appropriate channels for directors, managers, and other stakeholders attending board meetings to proactively disclose any potential conflicts of interest with the Company.</p> <p>(IV) The Company's audit department, which is under the Board of Directors, is responsible for the operation of the internal control system and reporting to the Board of Directors and the Audit Committee regularly.</p>	<p>—</p> <p>—</p> <p>—</p> <p>—</p>

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
<p>devising relevant audit plans based on the results of assessment of any unethical conduct risk, examining accordingly the compliance with the prevention programs, or engaging a certified public accountant to carry out the audit?</p> <p>(V) Does the company regularly hold internal and external training on ethical corporate management?</p>	✓		<p>(V) The Company holds seminars and education trainings on various topics from time to time to train employees on the concept of ethical corporate management.</p> <p>(1) On May 28, 2025, a training session on "Integrity in Business Operations" was held, with 239 participants trained (1 hour).</p> <p>(2) On August 13, 2025, a training session on "Trade Secrets" was held, with 191 participants trained (1 hour).</p> <p>(3) On August 13, 2025, a training session on "Preventing Insider Trading" was held, with 190 participants trained (1 hour).</p>	—
<p>III. Operation of the whistle-blowing system</p> <p>(I) Does the company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party?</p>	✓		<p>(I) The Company has established the "Rules for Sexual Harassment Prevention, Complaint and Investigation", and maintains unblocked communication channel between employees and the management, so that they can report and complain to the management immediately.</p> <p>On March 20, 2020, the Company established the Rules for Handling Reports on Illegal, Unethical or Dishonest Conducts, specifying the whistle-blowers and related operating procedures, and disclosed them on the Company's website.</p> <p>In addition, to comply with the latest legal requirements, the Company revised its relevant policies in 2024 to further strengthen the whistleblowing and investigation mechanisms, ensuring compliance with the latest regulations and safeguarding employee rights.</p> <p>2025 Training Session Results: On November 1, 2025, a 1-hour training session on "Prevention of Workplace Infringements" was</p>	—

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(II) Does the company establish the standard operating procedures for investigating reported misconduct, follow-up measures to be taken after the investigation, and related confidentiality mechanisms?	✓		conducted, with 211 participants attending. (II) The Company's above measures have clear standard operating procedures for investigation and related confidentiality mechanism to protect the privacy and safety of the whistle-blowers.	—
(III) Does the company provide protection for whistle-blowers against receiving improper treatment?	✓		(III) The Company's above measures have clear mechanism to protect the whistle-blowers.	—
IV. Enhanced disclosure of ethical corporate management information. Does the company disclose the ethical corporate management policies and the results of its implementation on the company website and MOPS?	✓		<p>The Company has disclosed the Code of Integrity on the Company's official website and the Public Information Observation System and has regularly updated relevant information. Additionally, the Company is committed to adhering to the Responsible Business Alliance (RBA) Code of Conduct to ensure that its operations align with ethical standards and sustainability principles.</p> <p>To strengthen information transparency and the implementation of integrity-based business practices, the Company has taken the following measures:</p> <ul style="list-style-type: none"> ● Policy Disclosure and Promotion: The Code of Integrity is disclosed on the Company's website and promoted through internal announcements and training programs to enhance employees' understanding and execution of integrity-based practices. ● Internal Auditing and Grievance Channels: The Company has established internal auditing mechanisms and whistleblowing channels to ensure that its operations comply with the Code of Integrity and protect the rights of employees and stakeholders. ● Supply Chain Management: Suppliers are required to adhere to the principles of integrity-based business practices, and their compliance is regularly reviewed to ensure ethical and regulatory adherence within the supply chain. ● Board Supervision and Reporting: The Company regularly reports on the implementation of integrity-based practices to the Board of Directors and 	—

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
			continuously reviews and improves these practices to ensure the effectiveness of the related policies.	
V. If the company has established the ethical corporate management best-practice principles based on the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," please describe the implementation and any deviations from the Principles: the Company has established the ethical corporate management best-practice principles, but the implementation of the Principles is consistent with the spirits, so there is no significant deviation.				
VI. Other important information to facilitate a better understanding of the company's ethical corporate management practices: None.				

(VIII) Other important information to enhance understanding of the Company's governance operations:

The Company continues to invest resources to strengthen the operation of corporate governance and has set up a dedicated corporate governance section on its website to provide detailed information about the Company's governance practices.

(IX) The following matters concerning the implementation status of internal control system shall be disclosed:

1. Internal Control Statement

JPC connectivity Inc.

Internal Control Statement

Date: March 6, 2026

The Company makes the following statement according to the self-evaluation conducted of the internal control system in 2025:

- I. The Company acknowledges that it is the responsibility of the Board of Directors and managerial officers to establish, implement, and maintain the established internal control system. Its purpose is to reasonably ensure that operational effectiveness and efficiency (including income, performance, and asset safety) and reporting are reliable, timely, and transparent, as well as to ensure compliance with relevant regulations and laws.
- II. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its 3 stated objectives above. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond control. Nevertheless, the internal control system contains self-monitoring mechanisms, and the Company takes immediate remedial actions in response to any identified deficiencies.
- III. The Company evaluates the design and operating effectiveness of the internal control system based on the criteria provided in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (herein below, the "Regulations"). The criteria adopted by the Regulations identify 5 components of internal control based on the process of management control: 1. control environment; 2. risk assessment; 3. control activities; 4. information and communication; and 5. monitoring operations. Each key component includes several items. Please refer to the Regulations for the aforementioned items.
- IV. The Company has evaluated the design and operating effectiveness of the internal control system according to the Regulations.
- V. In accordance with the aforementioned evaluation, the Company has found that the design and implementation of the internal control system (including the assessment and management of subsidiaries), as of December 31, 2025, including the efficacy of understanding operations, the efficiency of achievement of objectives, reporting reliability, timeliness, transparency and compliance with the relevant guidelines and laws, are effective and can reasonably provide assurance of the aforesaid goals.
- VI. This statement is an integral 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.
- VII. This statement has been approved by the Board of Directors on March 6, 2026. Out of the 9 board members attended, none has objected to this statement and all consented to the content expressed herein.

JPC connectivity Inc.

Chairman: Signature

General Manager: Signature

2. If a CPA has been hired to carry out a special audit of the internal control system, the CPA audit report shall be disclosed: N/A.

(X) Major Resolutions of Shareholders' Meeting and Board Meetings during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

1. Major Resolutions of Shareholders' Meeting during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

Meeting Type	Date	Important matters to be resolved	Important matters to be resolved
Annual Shareholders' Meeting	2025.05.27	<p>1. Proposal for approval on the Company's 2024 financial statement.</p> <p>2. Proposal for approval on the distribution of the Company's 2024 earnings.</p> <p>3. Full Re-election of Directors.</p>	<p>Implementation status: The proposal was approved by vote. The FY2024 business report and financial statements have been disclosed on the Market Observation Post System.</p> <p>Implementation status: The proposal was approved by vote. (1)July 16, 2025 was set as the record date. (2)Cash dividends of NT\$7.0 per share were fully distributed on July 25, 2025 in accordance with the resolution of the Shareholders' Meeting.</p> <p>Implementation status: Nine directors were elected as follows: (1)Directors and Corporate Directors: Shu-Mei Chang, Mega Power Investments Limited (Representative: Cin-Chih Jiang), Top Point Investment Ltd. (Representative: Ming-Kung Yang), Tone Investments Ltd. (Representative: Yu-Ling Tsai), FSP Technology Inc. (Representative: Ming-Hsiang Cheng) Independent Directors: Chih-Feng Lin, Shu-Ling Wang, Wei-Chu Hsu, Yen-Ping Chi (2)On August 6, 2025, the Ministry of Economic Affairs approved the registration under Letter No. 11430086030.</p>

Meeting Type	Date	Important matters to be resolved	Important matters to be resolved
		4. Proposal to Lift Non-Compete Restrictions for Newly Elected Directors and Their Representatives.	Approved by vote and publicly announced in accordance with relevant regulations.

2. Major Resolutions of Board Meetings during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

Session	Date	Important matters to be resolved
1st meeting in 2025	2025.02.25	<ol style="list-style-type: none"> 1. Approved the Company's 2024 business report, parent company only financial statements and consolidated financial statements. 2. Approved the Company's distribution of 2024 earnings. 3. Approved the Company's distribution of employees' and Directors' 2024 profit-sharing. 4. Approved the Internal Control Statement issued by the Company in accordance with the "Regulations Governing the Establishment of Internal Control Systems by Public Companies." 5. Approved the amendment to the Company's "Articles of Association." 6. Proposal for the Full Re-election of Directors. 7. Proposal for the Nomination and Review of Director Candidates. 8. Proposal to Release Non-Compete Restrictions for Newly Elected Directors and Their Representatives. 9. Proposal to Convene the 2025 Shareholders' Meeting.
2nd meeting in 2025	2025.05.06	<ol style="list-style-type: none"> 1. The Company's Consolidated Financial Report for Q1 2025. 2. Evaluation of the Independence of the Company's Auditor for 2025. 3. Proposal to Apply for 2025 Credit Facilities and Financial Product Transaction Limits with Mega International Commercial Bank, Cathay United Bank, and Far Eastern International Bank.
3rd meeting in 2025	2025.05.27	<ol style="list-style-type: none"> 1. Proposal for the Election of the Chairman. 2. Proposal for the Election of the Vice Chairman. 3. Proposal to Appoint Members of the 6th Compensation Committee. 4. Proposal to Appoint Members of the Second Sustainability Development Committee.
4th meeting in 2025	2025.08.05	<ol style="list-style-type: none"> 1. Consolidated Financial Report for Q2 2025. 2. Proposal for Chairman Shu-Mei Chang to Concurrently Serve as Chief Executive Officer. 3. Proposal for Wei-San Chang, Chief Operating Officer, to be Promoted to General Manager and COO. 4. Proposal Regarding the Change of Deputy Spokesperson. 5. Proposal on Directors' Remuneration.

Session	Date	Important matters to be resolved
		6. Proposal to Revise the Company's "Risk Management Policy". 7. Proposal for the 2024 Sustainability Report.
5th meeting in 2025	2025.11.04	1. Proposal for the Company's Consolidated Financial Report for Q3 2025. 2. Proposal to Amend the Company's Articles of Incorporation. 3. Proposal to Establish the Organizational Charter of the Nomination Committee. 4. Proposal to Appoint the 1st Nomination Committee.
6th meeting in 2025	2025.12.26	1. Proposal for the 2026 Business Plan. 2. Proposal for the Audit Fees of the Company's Auditor for 2025. 3. Proposal to Establish the 2026 Audit Plan. 4. Proposal to Revise Certain Provisions of the Company's Internal Control System.
1st meeting in 2026	2026.03.06	1. Proposal for the Company's 2025 Parent Company Financial Report, Consolidated Financial Report, and Business Report. 2. Proposal for the 2025 Earnings Distribution Plan. 3. Proposal for the Allocation of 2025 Employee and Director Remuneration. 4. Proposal to Issue the Internal Control System Statement in Accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies". 5. Proposal to Release Non-Compete Restrictions for Corporate Directors' Representatives. 6. Proposal to Convene the 2026 Shareholders' Meeting.

(XI) The Major Contents of Any Dissenting Opinions Expressed by Directors or Supervisors with Respect to Major Resolutions Approved by the Board of Directors during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report, where Said Dissenting Opinions Have Been Recorded or Prepared as a Written Declaration: None.

IV. Information on CPA Professional Fees

Unit: NT\$1,000

Name of Accounting Firm	Name of CPA	Audit Period	Audit Fees	Non-audit Fees	Total	Remark
PwC Taiwan	Jen-Chieh Wu	2025.01.01~ 2025.12.31	4,960	1,660	6,620	(Note 1)
	Ya-Hui Lin					

Note 1: The scope of services includes transfer pricing service fees, verification of substantive investment offset against undistributed earnings, audit certification of business tax under the direct deduction method, corporate income tax certification services, and payroll audit for full-time employees. Audit fees also cover subsidiaries..

- (I) When the CPA firm is changed and the audit fees paid for the fiscal year of such fees are lower than those for the previous fiscal year, the amounts of audit fees before and after the change and the reasons thereof shall be disclosed: None.
- (II) When the audit fees paid for the year are at least 10% less than those paid for the previous year, the decreased amount, percentage and reason thereof shall be disclosed: None.

V. Information on Replacement of CPAs: Not applicable.

VI. When the Chairman, General Manager, or any managerial officer in charge of finance or accounting matters holding a position at the accounting firm or at an affiliate of such firm in the most recent fiscal year, the name, title, and period of employment in the CPA firm or its affiliate shall be disclosed: None.

VII. Any transfer of equity interests and/or pledge of or change in equity interests by a director, managerial officer or shareholder with a stake of more than 10% during the most recent fiscal year and during the current fiscal year up to the date of publication of the annual report.

- (I) Change in Equity Interests by Directors, Managerial Officers, and Major Shareholders

Unit: Shares

Title	Name	2025		2026 As of March 28, 2026	
		Change in Number of Shares Held (Note 1)	Change in Number of Shares Pledged	Change in Number of Shares Held (Note 1)	Change in Number of Shares Pledged
Chairman and CEO	Shu-Mei Chang	—	—	—	—
Vice Chairman	Cin-Chih Jiang	—	—	—	—
Director	Mega Power Investments Limited (Representative: Cin-Chih Jiang)	—	—	—	—
Director	Tone Investments Ltd. (Representative: Yu-Ling Tsai)	53,000	—	10,000	—
Director	Top Point Investment Ltd. (Representative: Ming-Kung Yang)	—	—	—	—
Director	FSP Technology Inc. (Representative: Ming-Hsiang Cheng)	—	—	—	—
Independent Director	Jing-Hua He(Note 2)	—	—	—	—
Independent Director	Li-Chih Lo(Note 3)	—	—	—	—
Independent Director	Chih-Feng Lin	—	—	—	—

Title	Name	2025		2026 As of March 28, 2026	
		Change in Number of Shares Held (Note 1)	Change in Number of Shares Pledged	Change in Number of Shares Held (Note 1)	Change in Number of Shares Pledged
Independent Director	Shu-Ling Wang	—	—	—	—
Independent Director	Wei-Chu Hsu(Note 4)	—	—	—	—
Independent Director	Yen-Ping Chi(Note 5)	—	—	—	—
General Manager and COO	Wei-San Chang	50,000	—	—	—
Deputy General Manager	Wei-Ting Chen	4,000	—	—	—
Deputy General Manager	Yu-Te Weng(Note 6)	11,000	—	—	—
Deputy General Manager	Chun-Hsing Ho(Note 7)	—	—	—	—
Deputy General Manager	Chih-Ping Cheng(Note 8)	—	—	—	—
Deputy General Manager	Kang-Chiang Chen(Note 9)	—	—	—	—
Deputy General Manager	Chia-Wen Hung(Note 10)	10,000	—	(6,000)	—
Deputy General Manager	Li-Ling Huang	—	—	—	—
Senior Manager	Chi-Hsien Sun	5,000	—	—	—
Senior Manager	Yun-Chang Yang	2,000	—	(2,000)	—
Senior Manager	Kun-Chan Wu	6,000	—	—	—
Senior Manager	Ju-Jung Chang	7,750	—	—	—

Note 1: The Change in Number of Shares Held includes the decreased number of shares due to cash capital reduction and the increased number of shares due to treasury stock subscription.

Note 2: Independent Director Jing-Hua He completed his term on May 27, 2025.

Note 3: Independent Director Li-Chih Lo completed his term on May 27, 2025.

Note 4: Independent Director Wei-Chu Hsu assumed office on May 27, 2025.

Note 5: Independent Director Yen-Ping Chi assumed office on May 27, 2025.

Note 6: Yu-Te Weng was transferred to Vice President on January 1, 2025.

Note 7: Vice President Jun-Hsing Ho retired on February 28, 2025.

Note 8: Chih-Ping Cheng was transferred to Vice President on January 1, 2025.

Note 9: Vice President Kang-Chiang Chen resigned on January 31, 2026.

Note 10: Assistant Vice President Chia-Wen Hung was promoted to Vice President on January 1, 2026.

(II) Transfer of Equity Interests: No equity interests were transferred to/from related parties.

(III) Pledge of Equity Interests: No equity interests were pledged to/from related parties.

VIII. Information on the top ten shareholders who are of related parties, spouses, relatives within second degree of kinship to each other

March 28, 2026; Unit: shares; %

Name	Shares held by themselves		Spouse & Minor Shareholding		Total Shareholding by Nominees		Name or relationship between or among the top 10 shareholders who are related parties or spouses and relatives within the second degree of kinship.		Remark
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Name	Relationship	
Shu-Mei Chang	18,472,480	15.13	—	—	6,153,000	5.04	Tone Investments Ltd. Very Mulan Investment Co., Ltd.	The chairmen are the same person	
FSP Technology Inc. Representative: Ya-Jen Cheng	10,010,000	8.20	—	—	—	—	—	—	
Top Point Investment Ltd. Representative: Shu-Lan Li Yang	6,144,750	5.03	—	—	—	—	—	—	
Tone Investments Ltd. Representative: Shu-Mei Chang	4,563,000	3.74	—	—	—	—	Shu-Mei Chang	The chairmen are the same person	
Mega Power Investments Limited Representative: Cin-Chih Jiang	2,295,750	1.88	—	—	—	—	Su-Mei Tsai Chiang	Husband and wife	
Mega Rise Investments Limited Representative: Su-Mei Tsai Chiang	2,098,000	1.72	—	—	—	—	Cin-Chih Jiang	Husband and wife	
Very Mulan Investment Co., Ltd. Representative: Shu-Mei Chang	1,590,000	1.30	—	—	—	—	Shu-Mei Chang	The chairmen are the same person	
Ching-Fu Huang	1,100,000	0.90	—	—	—	—	—	—	
Vanguard Stock Index Account under the Custody of JPMorgan Chase Bank, N.A., Taipei Branch	1,031,750	0.85	—	—	—	—	—	—	
Chenbro Micom Co., Ltd Representative: Mei-Chi Chen	1,000,000	0.82	—	—	—	—	—	—	

IX. Total Number of Shares and Total Equity Stake Held in Any Single Enterprise by the Company, Its Directors, Managerial Officers, and Any Companies Controlled Directly or Indirectly by the Company

December 31, 2025; Unit: 1,000 shares; %

Investee Business	Investment by the Company		Investment by Directors, Managerial Officers and Companies Directly or Indirectly Controlled by the Company		Total Ownership	
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio
Cha Shin Chi Investment Co., Ltd.	28,000	100	—	—	28,000	100
Main Super Enterprises Co., Ltd.	1,500	100	—	—	1,500	100
Techill Co., Ltd.	1,275	51	—	—	1,275	51
ASTRON Connectivity Co., Ltd.	3,213	51	—	—	3,213	51
APEX connectivity LTD.	1,530	51	—	—	1,530	51
JPCPT INC.	10	100	—	—	10	100
JPC CONNECTIVITY CO. LTD.	VND \$290,115,000	100	—	—	VND \$290,115,000	100
JPCCO CORP.	—	—	293	100	293	100
BEST LINK PROPERTIES LTD.	26,769	100	—	—	26,769	100
JPC (HK) COMPANY LTD. (Note 1)	—	—	HKD\$15,500	100	HKD\$15,500	100
BEST MATCH INVESTMENTS LIMITED (Note 1)	—	—	USD\$2,000	100	USD\$2,000	100
BEST SKY LIMITED (Note 1)	—	—	USD\$5,850	100	USD\$5,850	100
HUNG FU (SAMOA) INTERNATIONAL CO., LTD. (Note 1)	—	—	USD\$7,486	100	USD\$7,486	100
LUCKY STAR INVESTMENT CORP. (Note 1)	—	—	USD\$5,150	100	USD\$5,150	100
Dongguan Celesta Electronics Limited Company (Note 1)	—	—	HKD\$5,000	100	HKD\$5,000	100
ASKA Technologies Inc. (Note 1)	—	—	USD\$5,050	100	USD\$5,050	100
Dongguan Hung Fu Electronic Technology Co., Ltd. (Note 1)	—	—	USD\$6,000	100	USD\$6,000	100
Dongguan Houjie Hua-Bao Electronics Technical Limited Company (Note 1)	—	—	USD\$5,000	100	USD\$5,000	100
SWS Group Company Limited	199.5	49.87	—	—	199.5	49.87
BPPG SERVICE COMPANY LIMITED	—	—	30	60	30	60
PEC MANUFACTURING VIETNAM COMPANY LIMITED	—	—	VND 23,000,000	100	VND 23,000,000	100
JBL Connectivity Company Limited	7,500	49	—	—	7,500	49

Note 1: The amount and percentage of capital contribution (unit: NT\$1,000) shall be filled in for non-limited liability company.

Chapter 3. Capital Overview

I. Capital and Shares

(I) Source of Capital

Year/ Month	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares (shares)	Amount (NT\$)	Number of Shares (shares)	Amount (NT\$)	Source of Capital	Capital Increase by Assets Other than Cash	Others
1992.05	10	500,000	5,000,000	500,000	5,000,000	Establishment	None	May 7, 1992, Jing-(081)-Shang-Zi No. 081635633
1998.07	10	3,000,000	30,000,000	3,000,000	30,000,000	NT\$25,000 thousand, issuance of shares for cash capital increase	None	July 16, 1998, Jing-(087)-Shang-Zi No. 087304423
1999.06	10	6,000,000	60,000,000	6,000,000	60,000,000	NT\$30,000 thousand, issuance of shares for cash capital increase	None	June 24, 1999, Jing-(088)-Shang-Zi No. 088303940
2000.08	10	40,000,000	400,000,000	14,500,000	145,000,000	NT\$55,000 thousand, issuance of shares for cash capital increase NT\$30,000 thousand, capital increase from earnings	None	August 1, 2000, Jing-(089)-Shang-Zi No. 089126957
2000.10	10	40,000,000	400,000,000	18,000,000	180,000,000	NT\$35,000 thousand, issuance of shares for cash capital increase	None	October 11, 2000, Jing-(089)-Shang-Zi No. 089137607
2001.05	10	40,000,000	400,000,000	28,800,000	288,000,000	NT\$72,000 thousand, capital increase from earnings NT\$36,000 thousand, capital increase from capital surplus	None	May 18, 2001, Jing-(90)-Shang-Zi No. 0900117700
2002.08	10	65,000,000	650,000,000	41,210,000	412,100,000	NT\$109,700 thousand, capital increase from earnings (including NT\$8,900 thousand of employee bonuses) NT\$14,400 thousand, capital increase from capital surplus	None	August 28, 2002, Jing-Shou-Shang-Zi No. 091013050320
2003.08	10	103,000,000	1,030,000,000	54,613,000	546,130,000	NT\$113,425 thousand, capital increase from earnings (including NT\$10,400 thousand of employee bonuses), and NT\$20,605 thousand, capital increase from capital surplus	None	August 8, 2003, Jing-Shou-Shang-Zi No. 09201242880
2004.08	10	103,000,000	1,030,000,000	69,796,250	697,962,500	NT\$124,526 thousand, capital increase from earnings (including NT\$15,300 thousand of employee bonuses), and NT\$27,306.5 thousand, capital increase from capital surplus	None	August 17, 2004, Jing-Shou-Shang-Zi No. 09301148750
2004.10	10	103,000,000	1,030,000,000	70,866,250	708,662,500	NT\$10,700 thousand, issuance of shares for conversion of employee stock options	None	October 22, 2004, Jing-Shou-Shang-Zi No. 09301201910
2005.01	10	103,000,000	1,030,000,000	71,065,250	710,652,500	NT\$1,990 thousand, issuance of shares for conversion of employee stock options	None	January 19, 2005, Jing-Shou-Shang-Zi No. 09401008400
2005.04	10	103,000,000	1,030,000,000	71,273,583	712,735,830	NT\$2,083 thousand, issuance of shares for conversion of convertible corporate bonds.	None	April 25, 2005, Jing-Shou-Shang-Zi No. 09401071050
2005.07	10	103,000,000	1,030,000,000	71,357,666	713,576,660	NT\$320 thousand, issuance of shares for conversion of employee stock options, and	None	July 21, 2005, Jing-Shou-Shang-Zi No. 09401138020

Year/ Month	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares (shares)	Amount (NT\$)	Number of Shares (shares)	Amount (NT\$)	Source of Capital	Capital Increase by Assets Other than Cash	Others
						NT\$521 thousand, issuance of shares for conversion of convertible corporate bonds.		
2005.09	10	120,000,000	1,200,000,000	84,353,283	843,532,830	NT\$13,458 thousand, issuance of shares for conversion of convertible corporate bonds, NT\$80,965 thousand, capital increase from earnings (including NT\$9,900 thousand of employee bonuses), and NT\$35,532 thousand, capital increase from capital surplus	None	September 12, 2005, Jing-Shou-Shang-Zi No. 0940117790
2006.01	10	120,000,000	1,200,000,000	84,966,726	849,667,260	NT\$4,950 thousand, issuance of shares for conversion of employee stock options, and NT\$1,184 thousand, issuance of shares for conversion of convertible corporate bonds	None	January 16, 2006, Jing-Shou-Shang-Zi No. 09501008840
2006.04	10	120,000,000	1,200,000,000	87,039,168	870,391,680	NT\$1,000 thousand, issuance of shares for conversion of employee stock options, and NT\$19,724 thousand, issuance of shares for conversion of convertible corporate bonds	None	April 13, 2006, Jing-Shou-Shang-Zi No. 09501065900
2006.06	10	130,000,000	1,300,000,000	87,201,034	872,010,340	NT\$120 thousand, issuance of shares for conversion of employee stock options, and NT\$1,499 thousand, issuance of shares for conversion of convertible corporate bonds	None	June 30, 2006, Jing-Shou-Shang-Zi No. 09501132930
2006.08	10	130,000,000	1,300,000,000	101,308,708	1,013,087,080	NT\$97,551 thousand, capital increase from earnings (including NT\$4,500 thousand of employee bonuses), and NT\$43,526 thousand, capital increase from capital surplus	None	August 28, 2006, Jing-Shou-Shang-Zi No. 09501189440
2006.10	10	130,000,000	1,300,000,000	101,437,502	1,014,375,020	NT\$100 thousand, issuance of shares for conversion of employee stock options, and NT\$1,188 thousand, issuance of shares for conversion of convertible corporate bonds	None	October 16, 2006, Jing-Shou-Shang-Zi No. 09501232100
2007.01	10	130,000,000	1,300,000,000	105,309,905	1,053,099,050	NT\$38,724 thousand, issuance of shares for conversion of convertible corporate bonds	None	January 16, 2007, Jing-Shou-Shang-Zi No. 09601010440
2007.04	10	130,000,000	1,300,000,000	106,455,600	1,064,556,000	NT\$11,457 thousand, issuance of shares for conversion of convertible corporate bonds	None	April 10, 2007, Jing-Shou-Shang-Zi No. 09601070320
2007.07	10	130,000,000	1,300,000,000	106,461,216	1,064,612,160	NT\$56 thousand, issuance of shares for conversion of convertible corporate bonds	None	July 16, 2007, Jing-Shou-Shang-Zi No. 09601164470
2007.08	10	200,000,000	2,000,000,000	120,357,336	1,203,573,360	NT\$85,730 thousand, capital increase from earnings (including NT\$32,500 thousand of employee bonuses), and NT\$53,230 thousand, capital increase from capital surplus	None	August 24, 2007, Jing-Shou-Shang-Zi No. 09601208980
2007.11	10	200,000,000	2,000,000,000	128,357,336	1,283,573,360	NT\$80,000 thousand, issuance of shares for cash capital increase	None	November 26, 2007, Jing-Shou-Shang-Zi No. 09601289780

Year/ Month	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares (shares)	Amount (NT\$)	Number of Shares (shares)	Amount (NT\$)	Source of Capital	Capital Increase by Assets Other than Cash	Others
2008.07	10	200,000,000	2,000,000,000	128,582,336	1,285,823,360	NT\$2,250 thousand, issuance of shares for conversion of employee stock options	None	July 15, 2008, Jing-Shou-Shang-Zi No. 09701168470
2008.07	10	200,000,000	2,000,000,000	128,782,336	1,287,823,360	NT\$2,000 thousand, issuance of shares for conversion of employee stock options	None	July 31, 2008, Jing-Shou-Shang-Zi No. 09701190510
2008.08	10	200,000,000	2,000,000,000	147,498,040	1,474,980,400	NT\$84,291 thousand, capital increase from earnings (including NT\$20,000 thousand of employee bonuses), and NT\$102,866 thousand, capital increase from capital surplus	None	August 28, 2008, Jing-Shou-Shang-Zi No. 09701217030
2010.09	10	200,000,000	2,000,000,000	162,247,843	1,622,478,430	NT\$58,999 thousand, capital increase from earnings, and NT\$88,499 thousand, capital increase from capital surplus	None	September 9, 2010, Jing-Shou-Shang-Zi No. 09901204100
2011.08	10	200,000,000	2,000,000,000	173,447,843	1,734,478,430	NT\$112,000 thousand, issuance of shares for cash capital increase	None	August 9, 2011, Jing-Shou-Shang-Zi No. 10001182140
2017.08	10	200,000,000	2,000,000,000	130,085,882	1,300,858,820	NT\$433,620 thousand, cash capital reduction	None	August 1, 2017, Jing-Shou-Shang-Zi No. 10601106330
2018.12	10	200,000,000	2,000,000,000	122,085,882	1,220,858,820	NT\$80,000 thousand, cancellation of treasury stock for cash capital reduction	None	January 4, 2019, Jing-Shou-Shang-Zi No. 10701164640

March 28, 2026; Unit: share

Share Type	Authorized Capital			Remark
	Issued Shares	Unissued Shares	Total	
Common stock	122,085,882	77,914,118	200,000,000	Including 10,000,000 shares of warrants, preferred shares with stock options or bonds with stock options, which were used by exercising the stock options.

Note 1: On October 8, 2004, the Company's shares were approved by the Taiwan Stock Exchange Corporation to be listed on the centralized securities market.

(II) List of Major Shareholders

March 28, 2026; Unit: share

Name of Major Shareholders	Shareholding	
	Shares Held	Shareholding Ratio
Shu-Mei Chang	18,472,480	15.13%
FSP Technology Inc.	10,010,000	8.20%
Top Point Investment Ltd.	6,144,750	5.03%
Tone Investments Ltd.	4,563,000	3.74%
Mega Power Investments Limited	2,295,750	1.88%
Mega Rise Investments Limited	2,098,000	1.72%
Very Mulan Investment Co., Ltd.	1,590,000	1.30%
Ching-Fu Huang	1,100,000	0.90%
Vanguard Stock Index Account under the Custody of JPMorgan Chase Bank, N.A., Taipei Branch	1,031,000	0.85%
Chenbro Micom Co., Ltd	1,000,000	0.82%

(III) Dividend Policy and Its Implementation

1. Dividend policy:

The contents of Article 19-1 of the Company's Articles of Association are summarized as follows:

The Company's dividend policy takes into account the Company's capital needs, financial structure and earnings, as well as the overall environment and industry growth characteristics. Since the Company needs to continuously invest capital in investments and research and development to create competitive advantages and take into account the interests of shareholders, the Company will distribute dividends to shareholders at a rate of not less than 50% of the after-tax earnings for the current year; dividends to shareholders may be distributed in cash or in stock, with cash dividends of not less than 30% of the total dividends.

2. Distribution of dividends proposed in the shareholders' meeting:

The proposed dividend distribution at the shareholders' meeting is based on the resolution of the Board of Directors on March 6, 2026, and the proposed cash dividend is NT\$7 per share.

(IV) Effect on the Operating Performance and Earnings per Share of Distribution of Bonus Shares Proposed in the Most Recent Shareholders' Meeting: Based on the resolution of the Board of Directors on March 6, 2026, the shareholders' meeting proposed not to distribute stock dividend.

(V) Profit-sharing to Employees and Directors

1. The basis for estimating the profit-sharing amount for employees and directors, for calculating the number of shares to be distributed as employee profit-sharing, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

If there is a significant change in the distribution amount approved by the Board of Directors prior to the date of approval of the annual consolidated financial statements, the original annual expenses shall be adjusted on the date of the change; if there is any change in the amount after the date of approval of the annual consolidated financial statements, such change shall be treated as a change in accounting estimate and adjusted and presented in the following year.

2. Distribution of profit-sharing approved by the Board of Directors:

- (1) The amount of profit-sharing to employees and directors in cash or stock. If there is any difference with the estimated amount of the recognized expenses in the year, the difference amount, reason and treatment shall be disclosed:

The Company's distribution of employees' and directors' 2025 profit-sharing has been approved by the Board of Directors on March 6, 2026, and the distribution is as follows:

Unit: NT\$1,000

	Distributed amount resolved by the Board of Directors	Estimated amount of the recognized expenses in the year	Difference	Reason for Difference
Profit-sharing for employees	141,507	141,507	—	—
Profit-sharing for directors	7,920	7,920	—	—
Total	149,427	149,427	—	—

- (2) The amount of any employee compensation distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial statements or individual financial statements for the current period and the total employee compensation: N/A.

3. The actual distribution of employee, director and supervisor compensations in the previous year (including the number of shares distributed, amount and share price), and if there is a difference with the recognized employee, director and supervisor compensations, the difference amount, reason and treatment shall be stated:

The actual amounts of 2024 profit-sharing paid to employees and directors in 2025 was NT\$138,914 thousand and NT\$5,400 thousand, respectively, which were not different from the amounts of profit-sharing distribution approved by the Board of Directors on February 25, 2025.

(VI) Share Repurchases: None.

II. Status of Corporate Bonds:

(I) Outstanding and still-in-issuance-progress corporate bonds

Type of Bond	Third Domestic Issuance of Unsecured Convertible Bonds (61973)
Issued Date	October 15, 2024
Issuance and Trading Location	Not applicable
Issuance Price	Issued at 117.45% of the par value
Total Amount	The actual amount raised was NT\$1,174,513 thousand
Interest Rate	The nominal annual interest rate is 0%

Issuance Period	3 years, from October 15, 2024 to October 15, 2027
Guarantor Institution	Not applicable
Trustee	Mega International Commercial Bank
Underwriting Institution	Yuanta Securities
Legal Counsel	Handsome Attorneys-at-Law
Auditor	Jen-Chieh Wu and Ya-Hui Lin, CPAs at PwC Taiwan
Repayment Method	In accordance with Article 6 of these regulations, unless bondholders convert their bonds into the Company's common stock pursuant to Article 10, or the Company redeems the bonds early in accordance with Article 17, or the Company repurchases and cancels the bonds through a securities firm's business premises, the Company shall repay the bondholders in cash, at the bond's face value, within seven business days after the maturity of the convertible bonds. If the aforementioned date falls on a non-business day for the Taipei Exchange, the repayment will be deferred to the next business day.
Outstanding Amount	One billion New Taiwan Dollars
Redemption or Early repayment Terms	Pursuant to Article 17 of the Company's third domestic issuance and conversion regulations for unsecured convertible bonds.
Restriction Clauses	None
Credit Rating Agency Name, Rating Date, and Rating Result	Not applicable
Conversion Status as of the publication date of this annual report	No conversion has been made as of the publication date of this annual report.
Issuance and conversion regulations	Please refer to the Company's third domestic issuance and conversion regulations for unsecured convertible bonds.
Issuance, conversion, exchange, or subscription regulations, issuance terms, potential dilution of equity, and the impact on the rights of existing shareholders	Prior to conversion, convertible bonds do not result in any dilution of the Company's equity, as bondholders have not yet requested conversion; the dilution effect is deferred. Before conversion, the convertible bonds will slightly increase the Company's liabilities. However, once the bonds are converted into common stock, not only will the liabilities be reduced, but shareholder equity will also increase significantly, thereby enhancing the net asset value per share. In the long term, the impact on the rights of existing shareholders will be minimal.
Name of the custodian institution for the exchange target	None

(II) Information on the Convertible Bonds

Type of Bond	Third Domestic Issuance of Unsecured Convertible Bonds (61973)	
Item	Period	As of April 30, 2026 (Note 2)
Market Price of the convertible bonds	Highest	NTD 149.60
	Lowest	NTD 116.70
	Average	NTD 130.66
Conversion Price	NTD 152	
Date and Conversion Price of Issuance	October 15, 2024 ; NTD 160	
Method of fulfilling conversion obligations (Note 1)	Issuance of new shares	

Note 1: Delivery of outstanding shares or issuance of new shares.

Note 2: Information for the current year up to the date of the annual report's publication must be provided.

III. Preferred Shares: None.

IV. Global Depository Receipts: None.

V. Employee Stock Options: None.

VI. New Restricted Employee Shares: None.

VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.

VIII. Execution Status of fund utilization plan: Regular disclosures are made in the "Capital Utilization Plan Execution" section on the Market Observation Post System. Please refer to the MOPS website: https://mopsov.twse.com.tw/mops/web/bfhtm_q2

Chapter 4. Operational Overview

I. Business Activities

(I) Scope of Business

1. Main business of the Company

- (1) Trading, import and export of computer hardware, software and peripherals, electronic products and parts.
- (2) Trading, import and export of communication equipment, sports equipment, handicrafts, electrical appliances, machinery, hardware, building materials, and furniture.
- (3) Agency for bidding, quotation, and distribution of above products produced by domestic and foreign manufacturers (except futures).
- (4) General import and export trading business.
- (5) CC01070 Wireless Communication Equipment and Apparatus Manufacturing.
- (6) CC01050 Data Storage and Processing Equipment Manufacturing.
- (7) CC01060 Wired Communication Equipment and Apparatus Manufacturing.
- (8) CB01020 Transaction Machine Manufacturing.
- (9) F119010 Wholesale of Electronic Materials.
- (10) F113050 Wholesale of Transaction Machine and Equipment.
- (11) F113070 Wholesale of Telecommunications Equipment.
- (12) F114030 Wholesale of Automobile and Motorcycle Parts and Equipment.
- (13) F401010 International Trade.
- (14) F106030 Wholesale of Molds.
- (15) F206030 Retail of Molds.
- (16) CQ01010 Mold Manufacturing.
- (17) I501010 Product Design.
- (18) ZZ99999 In addition to the permitted business, the Company may conduct business that is not prohibited or restricted by laws and regulations.

2. Revenue Composition

JPC's revenue is primarily concentrated in the Datacenter/Networking/Telecom sector, accounting for 57.98%, and the Smart Connection Industry sector, contributing 36.98%, together comprising over 90% of total revenue—demonstrating a clear focus on core operations. The Internet of Things and Other Industries sectors provide diversification and growth flexibility.

Unit: NT\$1,000

Type of Product	2025 (Consolidated)	
	Revenue	Proportion to Total Revenue
DNT (Datacenter/Networking/Telecom)	4,394,354	57.98%
SCI (Smart Connection Industry)	2,802,922	36.98%
IoT (Internet of Things)	108,779	1.44%
Other Industries (Note)	272,986	3.60%
Total	7,579,041	100.00%

Note: Other Industries refer to the trading of e-commerce, computer peripherals and other products.

3. Current products and services

(1) Datacenter/Networking/Telecom (DNT)

JPC provides high-speed transmission products in the DNT domain, serving hyperscale data centers, major cloud service providers (CSPs), AI compute providers, electronic design automation (EDA) companies, internal AI server interconnects, horizontal (scale-out) and vertical (scale-up) AI cluster interconnects, traditional servers, edge computing servers, data center network switches, storage devices, 5G communications, and ISP facilities. The product portfolio includes high-speed optical modules, active optical cables, loopbacks, high-speed connectors, various active and passive copper cables, as well as high-voltage and high-current connectors and harnesses. With the continued global expansion of AI and cloud demand, JPC leverages its stable manufacturing capacity and integrated technological advantages, making DNT the Company's primary revenue source and a key driver of future growth. At the same time, JPC is expanding into Intelligent Connectivity and IoT applications, further enhancing product diversity and market competitiveness.

(2) Smart Connection Industry (SCI)

High-End Consumer Electronics and Diversified Applications.

JPC extends its presence in high-end consumer electronics, further deploying connectors and cables for gaming, automotive electronics, medical instruments, AI-related applications, industrial equipment, and autonomous mobile robots (AMR).

In addition, JPC focuses on the research, development, and manufacturing of critical high-voltage, high-current connectors and cables for AI GPU server power systems and high-performance computing (HPC). The Company also provides OEM/ODM customized integration and services.

By leveraging global R&D and manufacturing resources, JPC continuously strengthens its vertical integration capabilities and enhances technological value-added. At the same time, it deepens cooperation with international brand customers, thereby driving steady revenue growth and improved profitability.

(3) Internet of Things (IoT)

OEM/ODM Design and Integration Services.

The Company focuses on OEM/ODM design and integration services for electronics, IoT, and smart devices, incorporating AI applications, smart wearables, health management, and automotive peripheral product development to provide a one-stop solution from product concept to mass production.

In response to the rapid growth in demand for smart devices, AI, and wearable products, the Company positions its high value-added design capabilities, miniaturization technologies, and cross-application integration as core competitive advantages, establishing itself as a long-term technology partner for brand customers and innovative enterprises.

4. New products (services) planned to be developed

(1) Datacenter/Networking/Telecom (DNT):

High-Speed Transmission and Power Interconnection Development.

The Company continues to invest in the development of high-speed optical modules, active optical cables, loopbacks, high-speed connectors, various active and passive copper cables, as well as high-voltage and high-current connectors and harnesses. These technologies are progressively deployed in internal AI servers, horizontal (scale-out) and vertical (scale-up) AI cluster interconnects, major cloud service providers (CSPs), AI compute providers, data center switches, electronic

design automation (EDA) companies, 5G communications, and ISP facilities.

Key product offerings include:

Data Center Switches and AI Cluster Scale-Out Interconnects	<ol style="list-style-type: none"> 1.6T Optical Communication Modules 1.6T Active Optical Cables 1.6T Active Loopbacks
AI Cluster Scale-Up Interconnects	<ol style="list-style-type: none"> 1.800G Active Copper Cables
AI Servers and Hyperscale Data Centers	<ol style="list-style-type: none"> PCIe Gen6 High-Speed Connectors PCIe Gen6 High-Speed Active Copper Cables PCIe Gen6 High-Speed Passive Copper Cables
AI Clusters and High-Performance Computing (HPC) Power Modules	<ol style="list-style-type: none"> ORV3 AC Whip Cables Busbar Clip Cables and Connectors Inner Busbars

(2) Smart Connection Industry (SCI):

JPC focuses on the development of critical connectors and cables for gaming, automotive electronics, energy storage, medical devices, industrial applications, AI robots, AI GPU server power systems, and high-performance computing (HPC):

Audio-Visual and Consumer Applications	<ol style="list-style-type: none"> HDMI 3.0, HDMI 2.1, Mini DisplayPort 2.1, and USB4 Gen3 Type-C board connectors and cable assemblies PCIe 6.0 x16 Riser Cable Assembly (Gaming Applications)
Artificial Intelligence (AI) Industrial Applications	<ol style="list-style-type: none"> Waterproof M8/M12 connectors and cables Customized AGV/AMR harnesses (high-voltage, high-current, and multi-node signal control) Industrial machine vision cables (GigE, USB3.0, Camera Link)
AI GPU Server Power / High-Performance Computing (HPC)	<ol style="list-style-type: none"> 30A OCP ORV3 AC Whip Cable (NEMA Plug) 32A/60A OCP ORV3 AC Whip Cable (IEC Plug) Liquid-Cooled Quick Disconnect Connectors (UQD04 Series)

(3) Internet of Things (IoT):

With the convergence of AI and big data technologies, IoT applications have become increasingly widespread. The Company's product strategy emphasizes cross-domain

integration capabilities (IoT × AI × wearable devices × automotive applications), reinforcing technological diversity and expanding market opportunities:

AI Smart Assistant Applications	<ul style="list-style-type: none"> ● Smart home and personal assistant devices, AI voice and behavior analysis applications, and context-aware intelligent control. ● OEM/ODM project development, combined with AI software module licensing or customized integration.
Health Management and Smart Wearables	Smart wearables featuring ultra-low power consumption and miniaturized design, enabling wearable sensing and display, AI vision and real-time information-assisted activity tracking, and health data monitoring.
Miniaturized Product Design and Modular Technology	<ul style="list-style-type: none"> ● Ultra-compact PCB and multi-layer stacking design ● Optimization of thermal management, power consumption, and reliability ● Universal modular design to enhance OEM project reusability and reduce costs ● Applicable to smart wearables, smart glasses, and automotive peripherals, supporting customers in medium- to long-term product roadmap planning

4. Overview of the Industry

1. Current status and development of the industry

(1) Datacenter/Networking/Telecom (DNT):

Benefiting from the widespread adoption of AI Agents and the surging demand for large language model (LLM) inference, global server shipments in 2026 are projected to grow by 12.8% year-on-year. Among them, AI servers are expected to deliver particularly strong performance, with an annual growth rate exceeding 28%, while the share of cloud service providers developing in-house ASIC chips has already surpassed one-quarter.

From a technical perspective, as computing power consumption continues to rise, the penetration rate of liquid cooling solutions is expected to exceed 50% this year, becoming the standard configuration for data centers. Although general-purpose servers experienced weakness in 2024, the resurgence of enterprise digital transformation demand in 2026 is driving the market into a new epic expansion

cycle.

(2) Smart Connection Industry (SCI):

Driven by the advancement of AI and 5G technologies in industrial intelligence, as well as the accelerating trends of digitalization and electrification, the intelligent connectivity industry continues to grow steadily. Gaming equipment is fueling upgrades in high-speed transmission demand; AGV/AMR autonomous vehicles are promoting logistics automation; ESS energy storage systems are rapidly expanding in response to energy transition; medical instruments are evolving toward high precision and reliability; and industrial equipment is accelerating the adoption of smart manufacturing and automation technologies.

Meanwhile, the fast-growing AI GPU server and HPC markets are driving demand for high-voltage, high-current harnesses (ORV3) and liquid-cooled interconnection solutions, supporting high-performance computing and data center applications. Overall, application markets are consistently moving toward high performance, high reliability, and system integration, thereby sustaining the rising demand for advanced interconnection products.

(3) Internet of Things (IoT):

The global IoT market is currently in a phase of rapid growth. According to consolidated forecasts from Research and Markets and Fortune Business Insights, the global IoT market size reached approximately USD 860–1,050 billion in 2025, and is expected to surpass USD 1.3 trillion by around 2030, with a compound annual growth rate (CAGR) estimated at 16–23%. This growth momentum is primarily driven by the widespread adoption of 5G, the maturity of edge computing, and advancements in AI data analytics, which are accelerating the transition of IoT applications from conceptual deployment to full-scale commercialization.

To capture this opportunity, the Company aims to strengthen its OEM/ODM one-stop services, providing customers with:

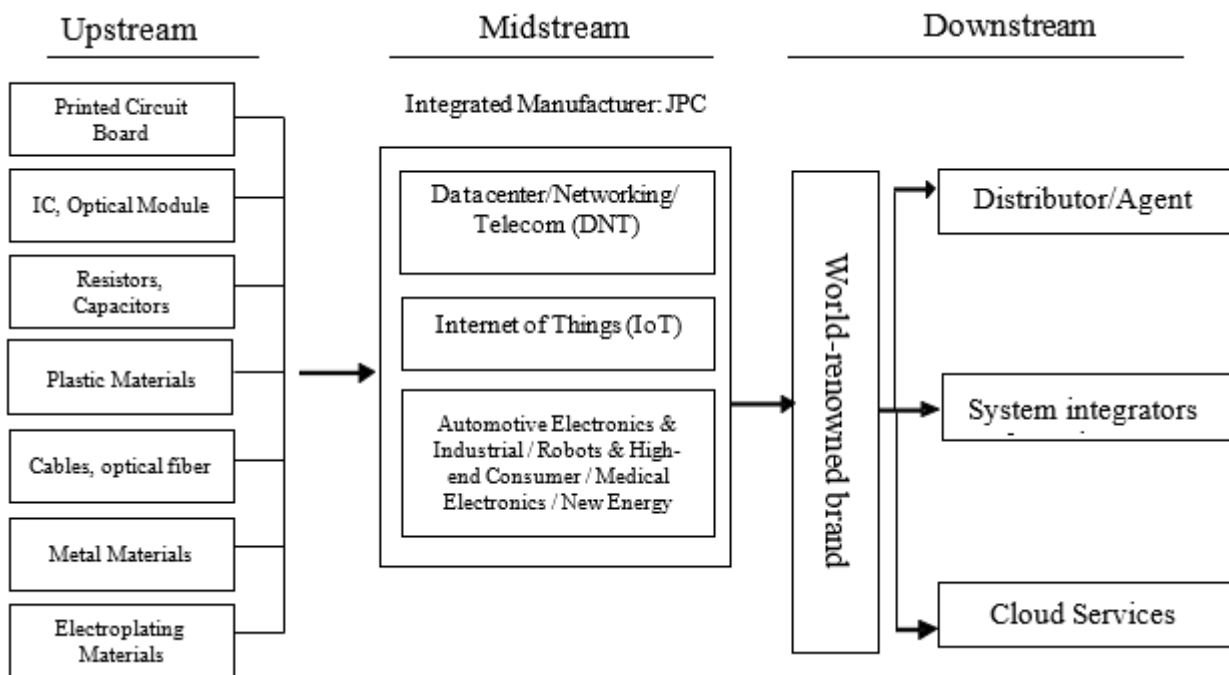
- Product strategy and specification planning
- Industrial design (ID)
- Electronic circuit, firmware, and system integration
- AI software and cloud application integration
- Miniaturization and mass production optimization design

By enhancing cross-application integration, AIoT design, and modularization capabilities, the Company is transforming its OEM/ODM role from a traditional

“contract manufacturer” into a strategic technology partner.

2. Correlation among Upstream, Midstream, and Downstream of the Industry

JPC is positioned in the midstream integrated manufacturing segment of the industry, sourcing upstream electronic materials and components and providing diversified interconnection solutions. These solutions are widely supplied to major cloud service providers (CSPs), AI compute providers, electronic design automation (EDA) companies, 5G communications, and ISP facilities, serving globally renowned enterprises. Downstream, JPC’s coverage extends to distribution, system integration, and cloud service channels, ensuring comprehensive market reach across the value chain.



3. Product development trends and competitions

(1) Product development trends

a. Datacenter/Networking/Telecom (DNT):

As of 2026, the Data Networking and Telecommunications (DNT) industry has transitioned from being “AI-native” to entering the stage of “AI applications.” With the penetration of AI Agents and generative AI into smart cities and autonomous driving, data centers are being comprehensively upgraded into AI compute centers. Not only have 800G switches become mainstream, but 1.6T specifications are also entering scaled deployment.

In the telecommunications market, 5G-Advanced (5.5G) is leading the way, enabling automated operations and precise millimeter-wave coverage through AI-

native networks. To address high-power consumption challenges, liquid cooling and co-packaged optics (CPO) have become standard infrastructure configurations.

Looking ahead to the next three years, with the vision of 6G and the deployment of Integrated Sensing and Communication (ISAC) technologies, the DNT industry will evolve from a mere transmission pipeline into an intelligent neural system that supports global digital transformation and collaborative AI operations.

b. Smart Connection Industry (SCI):

In response to application demands across gaming, AGV/AMR autonomous vehicles, ESS energy storage systems, medical instruments, industrial equipment, AI robots, and AI GPU server/HPC, the Company's products are evolving toward high-speed transmission, high-power capacity, and high reliability, with a strong emphasis on miniaturization, modularization, and system integration capabilities to meet diversified applications and the trend of intelligent development.

With the advancement of PCIe 7.0, the accumulated expertise in PCIe 6.0 PAM4 and high-frequency design will serve as a critical foundation for entering the next generation. To address high-power computing requirements, gaming PCIe Riser Cable products are being developed with ultra-thin and highly flexible designs, incorporating high-temperature resistant materials to balance thermal efficiency and system stability.

The ORV3 AC Whip Cable, designed under the OCP Open Rack V3 architecture, is applied in high-power data centers. The Company's products will continue to advance toward higher power and voltage levels, combined with intelligent and modular designs, to strengthen integration capabilities for next-generation power architectures.

Meanwhile, liquid-cooled connectors have become critical components for high-power data centers, featuring leak-free performance, high efficiency, and hot-pluggable characteristics. Future development will focus on high reliability, intelligence, and standardization, further enhancing their application value in AI data centers.

c. Internet of Things (IoT):

The IoT industry has moved beyond the early stage of single-function connected devices, entering a new phase where AI integration, wearability, miniaturization, and cross-domain integration define product requirements. Product value is shifting toward system integration and applications.

IoT products are evolving from simple “connectivity” to intelligence (AIoT), while smart wearables are advancing toward invisibility and everyday adoption. In health management, the focus is shifting from monitoring to prediction. Future product development will emphasize:

- Modular design (Common Platform) to effectively reduce development costs
- Highly reusable hardware and software architectures to shorten time-to-market
- Miniaturization and high-density design capabilities, which have become fundamental competitive thresholds for IoT companies

The essence of design and development lies not in individual products, but in platformization and scalability.

(2) Competition

a. Datacenter/Networking/Telecom (DNT):

With the maturation of the AI ecosystem, the annual capital expenditures of the four major North American CSPs (AWS, Azure, Google Cloud, and Meta) have exceeded USD 650 billion, maintaining strong growth momentum even against the high base of 2025. This wave has shifted from large-scale training to inference deployment, driving urgent demand in data centers for high-speed transmission and high-power single-rack distribution solutions.

Leveraging more than 15 years of accumulated expertise in interconnection technologies, JPC has successfully transformed into a strategic partner for CSPs. Through its NPI center in California and a globally localized supply chain, the Company provides high-speed signal integration and high-current interconnection solutions tailored for next-generation AI servers.

In the competitive landscape of 2026, JPC has not only deepened direct collaboration with leading cloud providers but also reinforced its core position in the global AI infrastructure value chain by maintaining technological leadership in high-power architectures and high-density connectors.

b. Smart Connection Industry (SCI):

JPC has successfully transformed from a traditional manufacturer into an integrated solutions provider, combining its own manufacturing capabilities with resources from strategic joint ventures to enhance customized design and R&D innovation, thereby strengthening overall competitiveness.

In application domains such as automotive electronics, electric agricultural machinery, and AGV/AMR autonomous vehicles, as well as AI robots and AI GPU server/HPC, JPC has successfully penetrated the supply chains of leading Japanese and Western brands. The Company possesses end-to-end integration capabilities, spanning design simulation, electromechanical integration, quality verification, and mass production, thereby establishing technological and service entry barriers.

Looking ahead, JPC will continue to expand its high-voltage, high-current product lines, actively deploying in industrial automation, automotive electronics, energy storage systems, and AI applications, further strengthening its differentiated competitive advantages and consolidating momentum for sustainable business growth.

c. Internet of Things (IoT):

Market competition has shifted from price to integration capability. As IoT applications become increasingly complex, customer requirements are no longer limited to manufacturing capacity, but extend to:

- The ability to support rapid design and act as a customizable ODM partner
- Proven experience in cross-application scenario integration
- The capability to provide long-term technical support

Considering product trends and competitive dynamics, the Company is committed to positioning itself as a high-value IoT OEM/ODM integrated technology partner, with strengths including:

- Cross-domain integration capabilities across IoT × AI × wearables × automotive applications
- Extensive experience in miniaturized and low-power product design
- Modular platform solutions that enhance customer adoption efficiency

Through these advantages, the Company aims to establish long-term strategic partnerships as a trusted technology partner for its customers.

(3) Product and Technology Overview

In 2025, critical technology trends will continue to drive enterprise digital

transformation. JPC is focusing on three major product domains, deepening expertise in high-speed transmission, high-power interconnection, and intelligent applications, thereby strengthening its core competitiveness.

Flagship Products	Research Focus and Core Technologies		Technology Roadmap
<p>Datacenter/ Networking/ Telecom (DNT)</p>	<p>JPC continuously monitors and aligns with SNIA, OCP, PCI Express, CXL, and JEDEC technical standards, developing high-speed connectors and cable assemblies, optical modules, and high-current harnesses for applications in AI servers, CSP hyperscale data centers, EDA dedicated facilities, AI chip suppliers, SI system integrators, and 5G deployments.</p>	<ul style="list-style-type: none"> • PCIe Gen 6/7 high-speed connectors and cables (including MCIO, MultiTrak, GenZ, EDSFF, Genesis, CDFP, and SFF-TA-1020 series) • SOCAMM interface modules • 1.6T active copper cables, optical modules, and AOC • High-frequency transmission products integrated with Re-driver/Re-timer active chips • Liquid-cooled quick disconnect connectors (UQD series) and high-power supply components (ORV3 AC Whip Cable, Busbar Clip Cable, Inner Busbar) 	<p>JPC continues to expand the application of PCIe Gen 7 technologies, deepening interconnection solutions in the AI server and HPC domains. The Company strengthens collaboration with global CSPs, EDA companies, major AI chip suppliers, SI system integrators, and ODM partners, engaging in interconnect technology development and validation at the early stages of product design. This approach ensures sustained deep cooperation and enhances collaborative synergy with partners across the AI ecosystem value chain.</p>
<p>Smart Connection Industry (SCI)</p>	<p>By leveraging global R&D and manufacturing resources, JPC develops high-performance interconnection solutions for applications in gaming, AGV/AMR autonomous vehicles, ESS energy storage systems, medical instruments, industrial equipment, AI robots, and AI GPU server/HPC.</p>	<ul style="list-style-type: none"> • High-voltage, high-current solutions (ORV3 AC Whip Cable, Busbar Clip Cable) • Liquid-cooled quick disconnect connectors (UQD04) • Industrial waterproof connectors and harnesses (M8/M12) • Gaming PCIe 6.0 X16 Riser Cables (high-speed GPU extension cables) 	<p>With the rise of AI servers and edge AI PCs, JPC will continue to develop liquid-cooled, low-power, and intelligent interconnection solutions, while strengthening its business presence and FAE teams in Europe and the United States to accelerate the market promotion of high value-added products.</p>
<p>Internet of Things (IoT)</p>	<p>The Company is focusing on:</p> <ul style="list-style-type: none"> • Ultra-low power system architecture design • High-density PCB layout and packaging technologies • Sensor data stability and algorithm pre-processing capabilities 	<ul style="list-style-type: none"> • Highly integrated SoC architectures • Power management optimization • Thermal, reliability, and lifecycle design 	<p>To strengthen scalability and efficiency, JPC is establishing reusable core modules, including:</p> <ul style="list-style-type: none"> • Communication modules • Sensor modules • AI core modules • Power management modules

5. Overview of Technologies and R&D

1. R&D Expenses for the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

Unit: NT\$1,000

Item/Year	2025 (Consolidated)	First Quarter of 2026 (Consolidated) (Note)
Net Revenue	7,579,041	2,025,886
R&D expenses	200,506	61,318
R&D expenses as a percentage of total revenue	3%	3%

Note: The financial data for the most recent quarter prior to the publication date of the annual report is based on self-prepared figures and has not yet been reviewed by the auditor.

2. Technologies or Products Successfully Developed for the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

Year	R&D Technologies or Products
2025	Automotive Type-C USB4.0 board connectors and cable assemblies
	Mini DP 2.1 board connectors
	HDMI 3.0 board connectors
	AI gaming PCs: PCIe 5.0 X16 Riser Cable Assemblies
	M-series (M8/M12) customized industrial waterproof connectors
	Power rack solutions
	Customized high-voltage, high-current harnesses
	AGV/AMR customized automotive harnesses
	ESS battery module customized harnesses
	Autonomous vehicle battery module high-voltage connectors and harnesses
	EV charging system high-voltage, high-current harnesses
	Sub-GHz communication technologies, including R&D of 802.11ah products
	Battery-free technology development and IoT products

	ORV3 AC Whip Cables 30A
	ORV3 AC Whip Cables 60A
	200A Busbar Clip cables and inner busbars
	MCIO PCIe Gen 6 cables and connectors
	MultiTrak PCIe Gen 6 cables and connectors
	EDSFF Hybrid PCIe Gen 6 cables and connectors
	PCIE Gen 6 riser cables
	800G optical modules
	800G active loopbacks
	800G AEC/ACC solutions
First Quarter of 2026	ORV3 AC Whip Cable 100A
	MCIO PCIE Gen 6/7 lead frame cable
	1.6T 光模組
	1.6T 主動式 loopback
	1.6T AEC/ACC

6. Long-term and Short-term Business Development Plans

1. Short-term Business Development Plans

- Organizational Upgrade and Talent Development:

In addition to integrating the U.S. JPCPT team with JPC's existing CSP customer service team, the Company is simultaneously strengthening the capacity of its front-end FAE teams and enhancing collaboration with the Taipei R&D Center. Each department is actively recruiting new talent to expand manpower in response to rapidly growing business needs, while promoting talent training and corporate culture inheritance.

- Deepening Existing Markets and Expanding Global Presence:

JPC continues to strengthen its presence in the U.S. market, maintaining international cooperation and solid customer relationships. The Company deepens strategic partnerships with CSPs and compute providers, actively participates in EDA and IC companies' interconnect architecture design and validation, and sustains close collaboration with customers in Japan and China. At the same time, JPC is cultivating relationships with Taiwan OEM/ODM

partners and its own brand customers, providing timely and comprehensive services, while accelerating expansion into Europe and Southeast Asia. Globally, JPC is building a robust network of production and sales sites to enhance supply chain resilience and meet regional market demands.

- **Strengthening Brand Exposure and Digital Marketing:**
JPC continues to participate in organizations such as SNIA, PCI Express, OCP, and CXL, while actively showcasing its latest products at major industry exhibitions including DesignCon, OFC, GTC, Interop Tokyo, OCP Global Summit, and Computex. These efforts enhance brand visibility, capture demand trends, and drive the development of niche products.

2. Long-term Business Development Plans

- **Strengthening Global Market Presence:**
By integrating resources from its U.S. subsidiary JPC-PT Inc., the Company continues to deepen its focus on AI computing, CSPs, and EDA domains, while expanding customer relationships and product lines in the U.S., Japan, and Europe. JPC also seeks early participation in IC companies' interconnect architecture design and validation, consolidates relationships with China and Taiwan OEM/ODM customers, and enhances sales networks in Southeast Asia, Northeast Asia, and Europe. These efforts promote brand internationalization and localization, while developing emerging markets with dedicated local sales professionals.
- **Expanding Global Distribution and Sales Systems:**
JPC is building an international distributor network and sales consultant mechanism to improve overseas sales efficiency and service capabilities.
- **Establishing Strategic Alliances for Win-Win Growth:**
The Company actively seeks partners with complementary strengths to form strategic alliances, integrating resources to jointly create new market opportunities.

II. Market and Production/Sales Overview

(I) Market Analysis

1. Main product (service) sales (provision) territories

Unit: NT\$1,000

Sales Territory \ Year		2024 (Consolidated)		2025 (Consolidated)	
		Amount	%	Amount	%
Domestic Sales		1,101,403	16.28	1,587,175	20.94
Foreign Sales	Asia	3,006,954	44.45	3,146,547	41.52
	Americas	2,117,949	31.31	2,329,497	30.74
	Europe	393,075	5.81	364,944	4.81
	Others	145,697	2.15	150,878	1.99
Total		6,765,078	100.00	7,579,041	100.00

2. Market Share

JPC is actively expanding into AI server internal interconnects, AI cluster networking, data center switches, EDA companies, 5G communications, and ISP facilities, providing high-speed transmission interconnection products, smart electronic devices, and peripheral accessories. In recent years, the Company has also successfully entered the smart industrial, smart automotive, and smart medical markets.

Amid the strong and sustained growth momentum driven by the AI and 5G waves, JPC has strategically targeted and successfully positioned itself in key markets. Although the Company has become a strategic supplier of connectors and cable assemblies for major cloud service providers (CSPs) and well-known AI compute providers, its products are not end-user facing. As a result, publicly available market reports only reflect partial information, making it difficult for the Company to accurately forecast its market share.

3. Future Market Supply and Demand Outlook and Growth Potential

(1) Datacenter/Networking/Telecom (DNT):

The rapid adoption of AI and cloud applications continues to drive the expansion of global data centers and network infrastructure.

- In 2025, global data volume exceeded expectations, reaching 181 ZB, and is projected to surge to 221 ZB by 2026.
- According to the International Energy Agency (IEA) 2026 report, the combined electricity demand of data centers, artificial intelligence, and

cryptocurrency is expected to account for 4% to 6% of global electricity consumption by 2030.

- Cloud services are no longer confined to centralized facilities but are evolving toward edge inference and low-carbon, high-efficiency models. To achieve low latency, Edge AI now handles more than 75% of enterprise-level data processing.
- The key metric for evaluating cloud services has shifted from pure computing speed to performance per watt, ensuring that systems maintain thermal stability and low-loss transmission even under extremely high power density conditions.

(2) Smart Connection Industry (SCI):

The trends of smart manufacturing, AI applications, and energy transition continue to drive steady growth in the connector and cable market:

- Industry 4.0: Rising demand for automation and sensing technologies is boosting the need for high-reliability interconnection solutions.
- AI Robots: The development of AMR/AGV and service robots is accelerating demand for highly integrated cable harnesses.
- AI GPU Server Power: The expansion of AI computing is driving demand for high-power, high-current power connectors.

JPC continues to deepen its deployment in high value-added applications, leveraging its strengths in technology integration and manufacturing excellence to enhance global supply chain competitiveness.

(3) Internet of Things (IoT):

Global IoT demand continues to expand. Research indicates that the global IoT market size reached approximately USD 860–1,050 billion in 2025, and is expected to surpass USD 1.3 trillion by around 2030, with a compound annual growth rate (CAGR) of 16–23%. The growth momentum is driven by enterprises adopting real-time analytics, predictive maintenance, and automated decision-making, with projects moving toward full-scale deployment.

The increasing number of connected IoT devices reflects simultaneous growth in hardware/module demand and system integration requirements. JPC will focus on IoT OEM/ODM × AI × wearables × automotive applications, establishing cross-market scalable technology platforms to support diverse application scenarios, including:

- Smart homes
- Personal health management
- Automotive smart devices

These efforts aim to enhance scalability and replicability, strengthening JPC’s position in the evolving IoT ecosystem.

4. Operational Hubs and Competitive Advantages:

<p>Strengthening Global Operations Layout</p>	<p>To meet the growing demand from AI servers and international markets, JPC continues to reinforce its global supply chain and production base layout, ensuring resilience, flexibility, and timely delivery across regions.</p>	<ul style="list-style-type: none"> • Vietnam Capacity Expansion: JPC operates two production bases in Northern and Southern Vietnam. The Northern Vietnam facility has completed expansion, passed customer audits, and officially entered mass production, fully supporting AI server customer shipments. This strengthens Asia-Pacific supply flexibility and delivery stability, while retaining expansion capacity to meet rising customer demand. • U.S. Subsidiary Upgrade: JPCPT, the U.S. subsidiary, has integrated with group resources to enhance service efficiency in the North American market. To meet market demand, the company relocated to a new facility twice the size of the original site, adding NPI production lines and warehouse facilities to strengthen local supply capabilities, shorten lead times, and improve responsiveness. The company is also evaluating the addition of high-speed testing equipment to support front-end FAE teams in serving end customers. • Thailand Capacity Planning: In addition to its regional sales support center in Bangkok to address increasing customer capacity transfers, JPC has established a networking product manufacturing base in Rayong Province, further enhancing supply chain resilience.
<p>Competitive Advantages</p>	<p>By leveraging technological innovation, global deployment, and flexible service models, JPC has established a distinct competitive edge in the industry, positioning itself as a trusted partner for leading CSPs, compute providers, and OEM/ODM customers worldwide.</p>	<ul style="list-style-type: none"> • Robust R&D Capabilities Across Diverse Applications: JPC possesses professional R&D, engineering, and PM teams, developing high-speed transmission interconnection products for AI server internal interconnects, AI cluster networking, data center switches, EDA companies, 5G communications, and ISP facilities, as well as diversified applications in EVs and agricultural machinery, energy storage systems, AGV/AMR, autonomous robots, smart healthcare, and IoT systems. • Comprehensive Global Production Capacity: With manufacturing sites in Dongguan, Kunshan, Vietnam, Thailand, North America, and Taipei, JPC operates close to customer bases, reducing lead times and logistics costs while enhancing real-time supply and localized service capabilities. • Well-Established Marketing Channels and Responsive After-Sales Support: JPC maintains multiple global sales and service locations, providing technical support and rapid response mechanisms. The launch of a new corporate website further improves sales efficiency and brand visibility.

		<ul style="list-style-type: none"> • Diversified Product Portfolio Meeting Market Needs: Product lines cover data networking and telecommunications, intelligent connectivity, and IoT, offering high value-added, modular, and customized solutions. • Stable Quality Recognized by International Brands: With years of technological accumulation and manufacturing experience, supported by a rigorous quality management system, JPC’s products have earned the trust and adoption of leading international brands. Through co-development partnerships, JPC deepens market insights and expands regional penetration.
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5. Favorable and Unfavorable Factors in Development Outlook and Corresponding Strategies

(1) Favorable Factors

● Comprehensive Trend-Aligned Product Deployment:

JPC has deeply cultivated three core domains—data networking and telecommunications, IoT systems, and intelligent connectivity. Benefiting from the full-scale boom of AI computing infrastructure and 5G-A applications in 2026, the Company’s flagship products are perfectly aligned with the demand for high-speed transmission and low latency, demonstrating strong growth momentum and ensuring stable revenue while securing a leading competitive position in the market.

● International Certification and Established Trust Barriers:

Through long-term co-development with global industry leaders, JPC has accumulated extensive key patents and practical experience. This deep integration capability, spanning from early-stage design (NPI) to mass production, has enabled the Company to become a core member of customers’ supply chains, establishing a high-standard, hard-to-replace technological and commercial moat.

(2) Unfavorable Factors and Response Strategies

● Intensified Market Competition and Margin Pressure:

With the rise of AI applications, rapid market iteration has shortened product life cycles. Explosive demand has attracted numerous competitors, intensifying price competition.

Countermeasures: JPC is committed to developing high-margin products through innovation, thereby widening the technology gap and avoiding low-price competition. By establishing strategic alliances with global premium

suppliers, the Company effectively controls material costs. At the same time, JPC refines manufacturing strategies, flexibly balancing in-house production and outsourcing to maximize production efficiency and operational resilience.

- **Rising Labor Costs and Limited Production Efficiency:**

Demand trends have shifted toward on-demand production and small-volume, diversified orders. In processes not yet fully automated, reliance on manual operations has led to rising labor costs.

Countermeasures: JPC develops standardized modules and automated equipment to enhance product conversion flexibility and efficiency, reducing labor dependency and mitigating the impact of production site variability.

- **Exchange Rate Volatility Risk Affecting Operational Stability:**

Given JPC’s high export ratio, revenue is sensitive to exchange rate fluctuations.

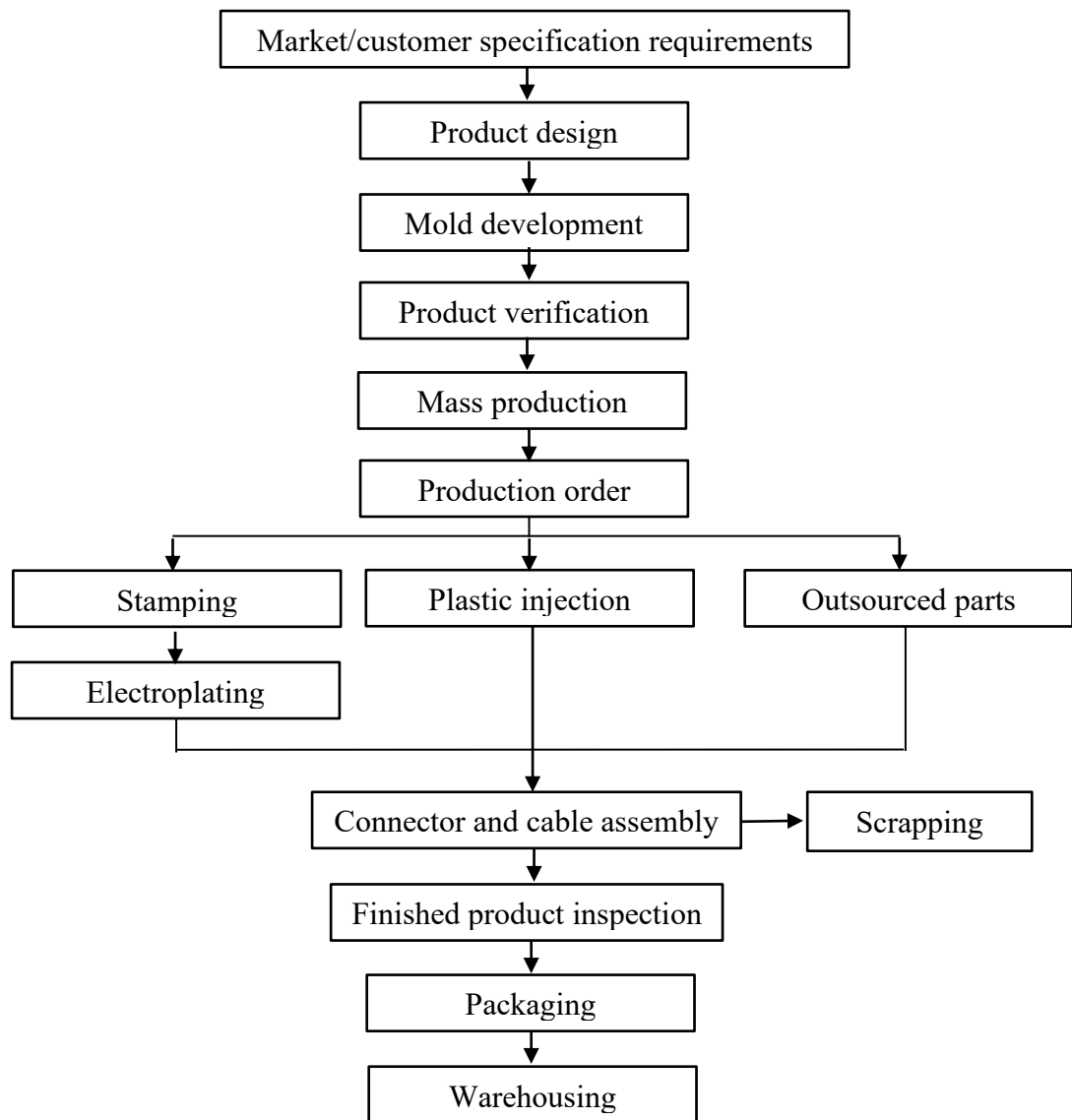
Countermeasures: The Company adopts natural hedging strategies (e.g., offsetting accounts receivable and payable in the same currency), closely monitors international exchange rate movements, and collaborates with banks and professional advisors to execute timely currency exchanges, thereby reducing foreign exchange risks.

(II) Usage and Manufacturing Processes of Main Products

1. Usage of Main Products

Main Products	Usage
Datacenter/Networking / Telecom (DNT)	<ol style="list-style-type: none"> 1. Hyperscale Data Centers 2. Cloud Service Providers (CSPs) 3. AI Compute Providers 4. Electronic Design Automation (EDA) Companies 5. AI Servers and Traditional Servers 6. Network Switches 7. 5G / Telecommunications
Smart Connection Industry (SCI)	<ol style="list-style-type: none"> 1. High-End Consumer Electronics: Connectors and cable assemblies applied to audio-visual equipment, automotive interfaces, and OEM/ODM customized designs. 2. AI Gaming PCs: PCIe 5.0 high-speed Riser Cables supporting high-performance PCs and AI applications. 3. AI Robots and Automation: Covering robotic arms, IPC, PLC, sensor modules, AGV/AMR, automation control systems, and IoT modules, supported by industrial waterproof connectors and customized harnesses. 4. Medical Equipment: Connectors and cable assemblies applied to power supply, signal control, and protection modules.

2. Manufacturing Processes of Main Products



(III) Supply Status of Major Raw Materials

Major Raw Materials	Domestic and International Supplier Sources	Supply Status
Cables	Singapore/United States/ Vietnam /China	Good
Connectors	United States/Mexico/China	Good
PCB	Taiwan/China	Good

(IV) The names of clients who accounted for more than 10% of the total amount of goods imported (sold) in any of the most recent two years, the amount and proportion of goods imported (sold), and the reasons for their increase or decrease

(1) List of Major Suppliers in the Most Recent Two Years

Unit: NT\$1,000

Item	2024				2025				As of March 31, 2026 (Note)			
	Name	Amount	Proportion to Net Purchase for the Year (%)	Relationship with the Issuer	Name	Amount	Proportion to Net Purchase for the Year (%)	Relationship with the Issuer	Name	Amount	Proportion to Net Purchase as of the First Quarter of the Year (%)	Relationship with the Issuer
1	Supplier C	287,929	8.59	–	Supplier C	266,335	6.86	–	Supplier H	55,583	5.62	–
	Others	3,062,115	91.41	–	Others	3,616,901	93.14	–	Others	933,748	94.38	–
	Net Purchase	3,350,044	100.00	–	Net Purchase	3,883,236	100.00	–	Net Purchase	989,331	100.00	–

Note: As of the printing date of the annual report, the financial data for the previous quarter is based on unaudited figures and has not yet been reviewed by the CPAs.

Reasons for increase or decrease:

The purchase amount and proportion of the Company's major suppliers for the most recent two years changed with the Company's product development strategy and the demand of upstream customers, and there were no significant abnormalities.

(2) List of Major Clients in the Most Recent Two Years

Unit: NT\$1,000

Item	2024				2025				As of March 31, 2026 (Note)			
	Name	Amount	Proportion to Net Sale for the Year (%)	Relationship with the Issuer	Name	Amount	Proportion to Net Sale for the Year (%)	Relationship with the Issuer	Name	Amount	Proportion to Net Sale as of the First Quarter of the Year (%)	Relationship with the Issuer
1	Client G	587,814	8.69	–	Client G	441,560	5.83	–	Client G	338,893	16.73	–
	Others	6,177,264	91.31	–	Others	7,137,481	94.17	–	Others	1,686,993	83.27	–
	Net Sale	6,765,078	100.00	–	Net Sale	7,579,041	100.00	–	Net Sale	2,025,886	100.00	–

Note: As of the printing date of the annual report, the financial data for the previous quarter is based on unaudited figures and has not yet been reviewed by the CPAs.

Reasons for increase or decrease:

The sales amount and proportion of the Company's major clients for the most recent two years changed with the Company's product development strategy and the demand of upstream customers, and there were no significant abnormalities.

III. Number of employees, average years of service, average age, and education distribution in the most recent two years and as of the publication date of the annual report

Year		2024	2025	As of Apr 30, 2026
Number of Employees	General employees	763	794	801
	Direct employees	931	1,424	1,473
	Total	1,694	2,218	2,274
Average Age		30.92	33.99	35.00
Average Years of Service		4.21	5.12	5.48
Education Distribution (%)	PhD	0.06%	0.07%	0.04%
	Master	3.72%	3.51%	3.17%
	Bachelor	28.51%	38.64%	28.58%
	High school	29.81%	26.79%	28.67%
	Below high school	37.90%	30.99%	39.53%

IV. Disbursements for Environmental Protection

For the most recent year and up to the date of publication of the annual report, there were no major penalties due to pollution.

V. Labor-Management Relations

(I) List the Employee Benefit Plans, Continuing Education, Training, and Retirement Systems and the Status of Their Implementation, and the Status of Labor-management Agreements and Measures for Preserving Employees' Rights and Interests

1. Competitive Compensation System and Flexible Welfare Measures

The Company has established a market-competitive salary structure and diversified reward system, providing reasonable returns based on business performance and individual achievements. Key measures include:

- Flexible Working Hours: Within the framework of statutory working hour regulations, indirect employees are offered up to 1.5 hours of flexible daily work schedule adjustment, along with a 1.5-hour lunch break, supporting work-life balance.
- Reward and Incentive Mechanisms: Including year-end bonuses, employee profit-sharing, performance bonuses, R&D patent awards, and project incentives.
- Various Allowances and Subsidies: A Staff Welfare Committee is established to allocate welfare funds in accordance with legal requirements, providing holiday gifts/bonuses, birthday bonuses, marriage, childbirth, funeral, hospitalization, and disaster relief subsidies.

2. Employee Health Promotion and Friendly Workplace

JPC regards employee health as a vital asset and provides care measures exceeding legal requirements:

- **Insurance Coverage:** In addition to statutory labor and national health insurance, the Company fully covers group insurance superior to legal requirements (including life, critical illness, hospitalization, accident, and cancer insurance), with preferential family enrollment options.
- **Health Management Measures:** Offering enhanced periodic health examinations, on-site physician and occupational nurse consultations, abnormal data tracking and care, flu vaccination subsidies, and regular health promotion activities and seminars.
- **Friendly Workplace Facilities:** Nursing rooms, sanitary supplies, employee dormitories, motorcycle parking, as well as cultural corridors, library areas, multifunctional lounges, and table tennis rooms.
- **Stress Relief and Energy Support:** Providing coffee, seasonal fruits, and snacks, along with routine team-building and relaxation activities to ease work-related stress.

3. Career Development and Diverse Learning System

JPC has established a systematic talent cultivation and career development mechanism to ensure professional capability transfer and enhancement:

- **New Employee Development:** Mentor program with senior staff guiding newcomers in job content and corporate culture.
- **Continuous Learning and Training:** E-learning platform, internal corporate training, domestic and overseas outsourced courses, and international study opportunities.
- **Learning Incentives:** Training subsidies and professional certification rewards to encourage employees to develop secondary specialties aligned with career planning.
- **Transparent Development Mechanism:** Institutionalized performance evaluations linking professional growth with career advancement pathways.

4. Family-Friendly Measures and Team Cohesion

JPC values employees' family needs and organizational cohesion:

- **Family-Friendly Policies:** Implementation of prenatal check leave, paternity leave, family care leave, and parental leave without pay, along with tuition

discounts at partner kindergartens and family activities.

- Team-Building Activities: Subsidies for employee travel, departmental gatherings, cultural events, and club participation, with regular team-building activities to promote cross-departmental collaboration.

5. Retirement System and Implementation

JPC has established a comprehensive retirement protection system in accordance with law:

- Old System Pension: A Retirement Reserve Supervisory Committee manages and oversees the retirement reserve fund account.
- New System Pension: Since July 1, 2005, the Company contributes 6% of monthly salaries to employees' individual pension accounts with the Bureau of Labor Insurance, and handles retirement-related matters in compliance with the Labor Standards Act.

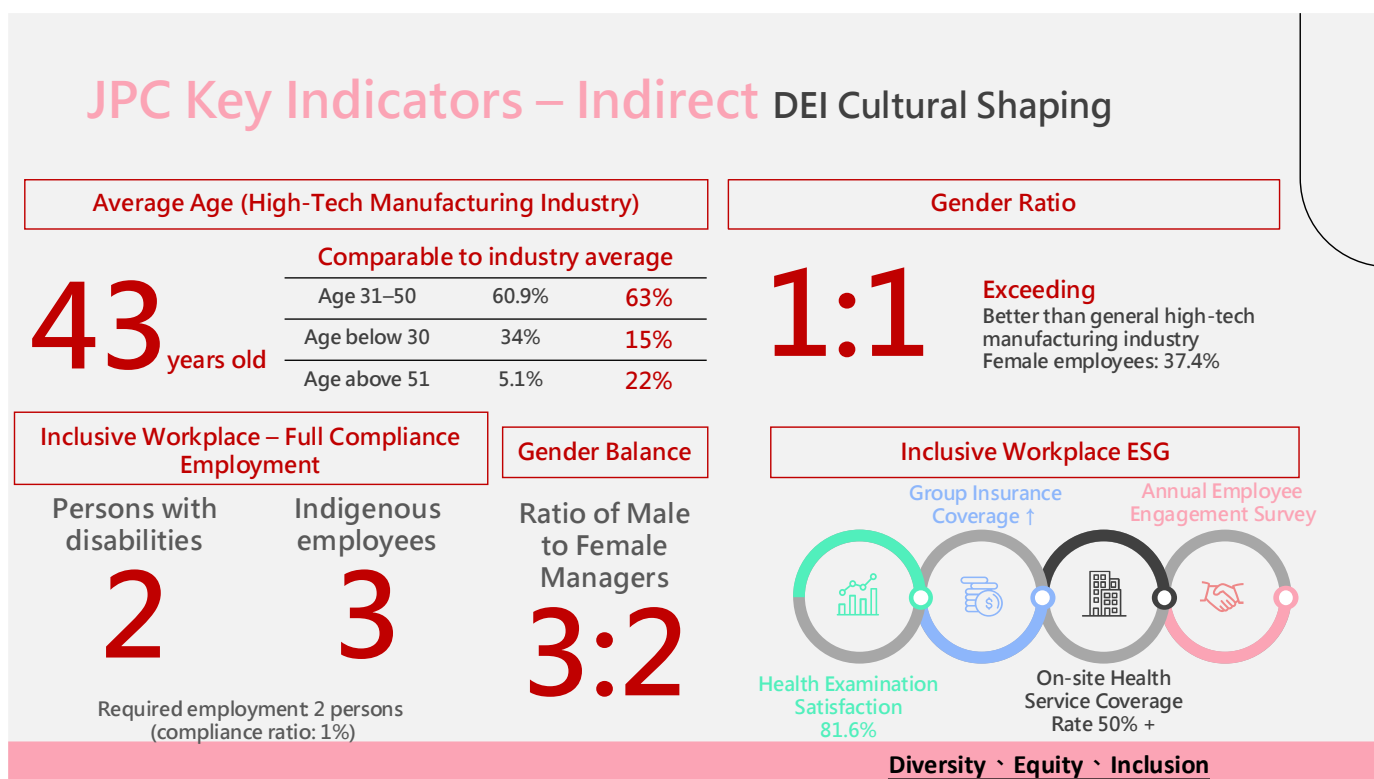
6. Labor Relations and Employee Rights Protection

JPC emphasizes labor-management communication and employee rights protection, maintaining sound labor relations:

- Institutional Regulations: Established Personnel Management Rules and Work Rules, covering employment, promotion, evaluation, and retirement, approved and filed with competent authorities.
- Two-Way Communication Mechanism: Regular labor-management meetings and dedicated service channels for employee feedback and grievances, ensuring proper protection of rights.

- (II) List all losses (including labor inspection results in violation of the Labor Standards Act; the date of penalty, penalty document number, applicable law violated, content of the law, and content of penalty shall be disclosed) incurred due to labor disputes in the most recent year and up to the date of publication of the annual report, and disclose the currently estimated amount and future potential amount, and future countermeasures: None.

(III) Implementation of Workplace Diversity and Gender Equality Policies in 2025:



VI. Information Security Management

(I) 1. Information Security Risk Management Framework:



2. Information Security Risk Policies and Specific Management Measures:

- (1) Purpose : To ensure the confidentiality, integrity, and availability of JPC's information assets, comply with regulatory requirements, and prevent internal and external threats, JPC has established this policy.
- (2) Objectives:
 - Establish a secure and reliable information operating environment to ensure the security of the Company's data, systems, equipment, and networks, thereby supporting sustainable business operations.
 - Protect the security of the Company's business services and ensure that information is accessible only to authorized personnel to maintain confidentiality.
 - Prevent unauthorized modifications to ensure the accuracy and integrity of business information.
 - Establish a business continuity plan to ensure uninterrupted operation of information services.
 - Ensure that all business operations comply with the Information Security Control Guidelines for listed companies and relevant regulatory requirements.

- Protect personal data related to business operations from risks such as theft, alteration, damage, loss, or leakage due to external threats or improper internal management or use.
- Ensure that all operations comply with applicable laws and regulations, including but not limited to the Criminal Code, National Security Act, Patent Act, Trademark Act, Copyright Act, and Personal Data Protection Act.

(3) Information Security Management System:

The Company’s Information Security Management System (ISMS) is established based on the continuous improvement **PDCA (Plan-Do-Check-Act)** model defined by international standards organizations.

This system integrates and strengthens the information security management framework by establishing institutionalized, documented, and systematic management mechanisms.

Through continuous monitoring and review of management performance, the Company ensures the implementation of information security management and business continuity practices, thereby safeguarding the confidentiality, integrity, and availability of its information assets, complying with relevant laws and regulations, and protecting the rights and interests of employees and customers.

The objectives include:

- ① Implementing information security management policies
- ② Complying with regulatory requirements
- ③ Enhancing incident response capabilities
- ④ Strengthening professional information security expertise among personnel
- ⑤ Achieving measurable effectiveness indicators for information security management

3. Resources for Information Security Management:

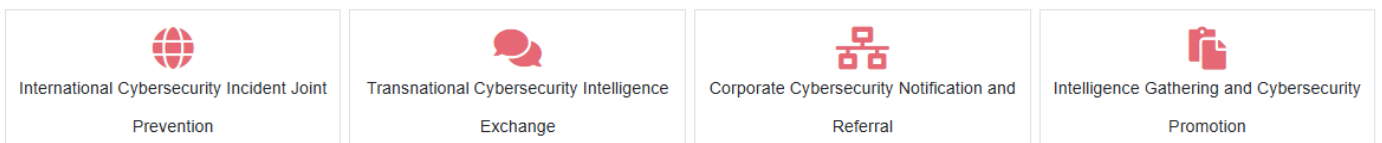
The Company obtained ISO/IEC 27001:2022 certification for its Information Security Management System in September 2025, demonstrating its ongoing commitment to improving information security performance.

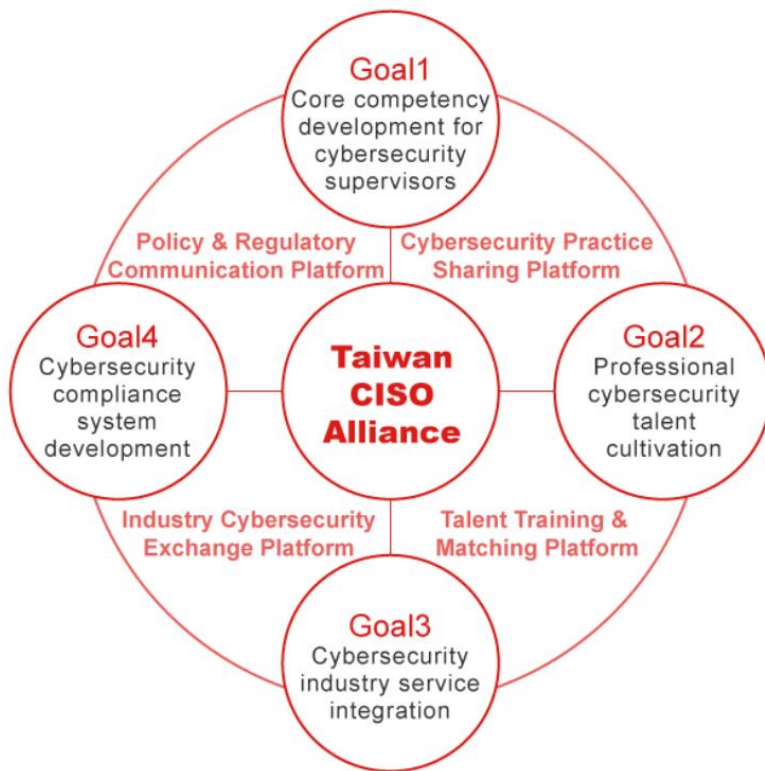
To ensure continued compliance with ISO 27001, the Company undergoes recertification every three years to maintain the validity of the certification.

(1)Strengthening Cybersecurity Collaboration:

To enhance cybersecurity technology application and experience sharing, JPC joined TWCERT/CC in 2025 and became a member of the Taiwan Chief Information Security Officer Alliance (Taiwan CISO Alliance) on June 16, 2022.

(2)Key Defense Focus Areas of TWCERT/CC and Taiwan CISO Alliance:





Goal1

Enhance cybersecurity supervisors' core competencies through practice sharing, governance exchanges, threat intelligence, and training courses.

Goal2

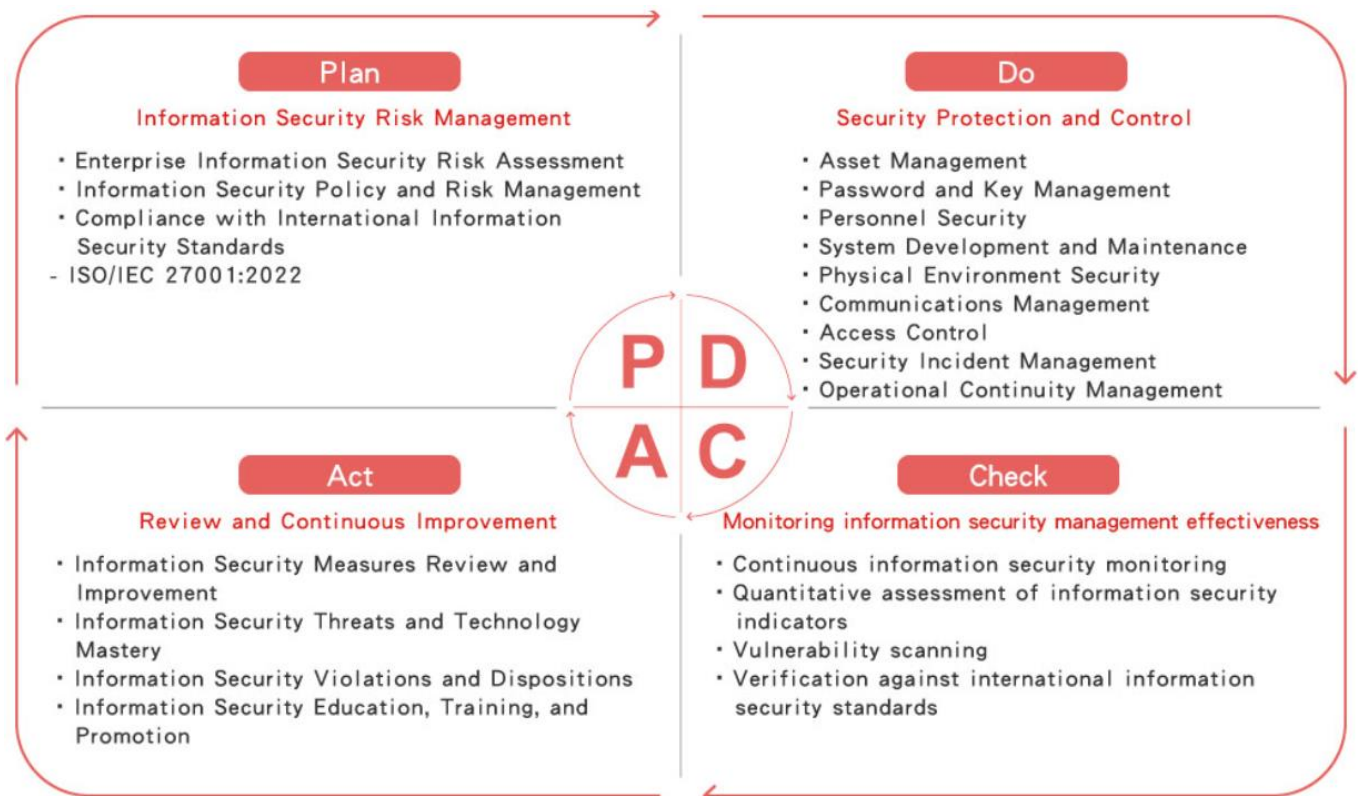
Strengthen cybersecurity talent development through industry-academia activities, internships, talent matching, and learning platforms.

Goal3

Support cybersecurity supervisors by integrating industry resources, providing incident case studies, consulting, and solution recommendations.

Goal4

Act as a bridge between government and industry by offering policy briefings and compliance consulting to help enterprises meet regulatory standards.



(II) Material Information Security Incidents

The Company has not experienced any material information security incidents that have caused operational losses.

(III) Personal Data Protection

1. The Company issued its “**Personal Data Protection Policy**” in November 2025.

2. Scope of Application :

This policy applies to the Company’s directors, managers, all employees, as well as customers, vendors, consultants, service providers, and any third parties engaged in business with the Company.

3. Responsible Departments.

(1) Information Security Statistics for 2025 :

<p>Pass Rate 89%</p> <p>Semiannual Drills: Once every 6 months</p>	<p>Execution Rate 98%</p> <p>Critical System Service Availability</p>	<p>Execution Rate 1 HR / Quarter</p> <p>InfoSec Awareness Training</p>
<p>Execution Rate Once per Year</p> <p>Vulnerability Scanning</p>	<p>Execution Rate Once per Year</p> <p>Backup and Recovery Drills</p>	<p>Password Policy Compliance Rate 100%</p> <p>Password Compliance</p>

(2) Certifications Obtained in 2025 :

Certificate Obtained
27001:2022

Taiwan/Mainland China/Vietnam

 ISO 27001(TW)	 ISO 27001(EN)	 ISO 27001(VN)	 ISO 27001(CH)
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(3) Reporting to the Board of Directors

The Company regularly reports the implementation status of information security to the Board of Directors. The most recent report was made on November 4, 2025.

VII. Important Contracts

Type of Contract	Party	Contract Duration	Contract Content	Restrictions
Lease contract	Admiral Overseas Corporation	2023/11-2027/10	Leasing of office	None
Lease contract	Turning Precision Industrial Co., Ltd.	2024/01-2028/12	Leasing of office	None
Lease contract	2260 Trade Zone Property LLC	2023/07-2028/06	Leasing of office	None
Lease contract	Cromadit CO., LTD	2023/09-2026/08	Leasing of office	None
Lease contract	675 Sycamore LLC	2025/09-2029/12	Leasing of office	None
Lease contract	Kunshan Liandong Jinkun Industrial Co., Ltd.	2024/03-2027/03	Leasing of plant	None
Lease contract	Dongguan Nanzhuo Industry Co., Ltd.	2025/06-2030/05	Leasing of plant	None
Lease contract	TLD HI-TECH CO., LTD.	2025/11-2028/10	Leasing of plant	None
Lease contract	Cooperage Ames Partnership	2022/01-2027/02	Leasing of warehouse	None

VIII. Intellectual Property Management Plan

- (I) Trade Secrets: JPC regularly reports the implementation status of intellectual property management to the Board of Directors. The most recent report was presented on November 4, 2025.



(II) Patents



Patent Strategy Planning

A Patent Committee has been established, integrating the Research and Development Department with external patent counsel to systematically identify innovations and transform them into market-oriented patent proposals.



Process and Quality Management

All patent applications are subject to rigorous review at each stage of the filing process in accordance with established standards, ensuring strong competitiveness and defensive value of the patent portfolio.



Innovation Incentive Program

Patent incentive awards are provided to encourage employee innovation, with the objective of improving both the quality and volume of patent applications.



Patent Collaboration and Licensing

JPC engages in cross-licensing and technology licensing arrangements with strategic partners to strengthen defensive barriers and enhance the overall value of the patent portfolio.



Resource Optimization and Risk Management

Low-value or under-performing patents are periodically retired to focus resources on high-value assets. Industry trends are continuously monitored to mitigate potential infringement risks.

Number of retired patents
40 cases

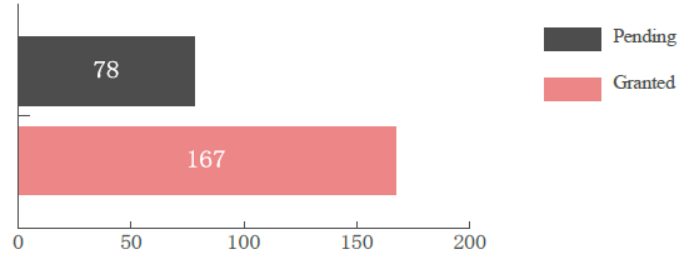
Patent maintenance costs (compared to 2024)
Decreased by 46%

JPC Patent Registration and Geographic Coverage

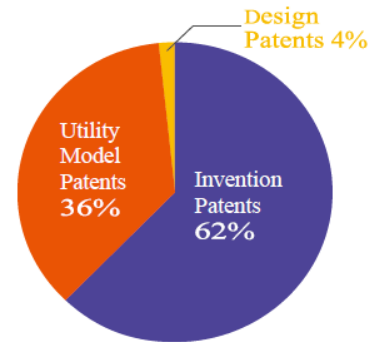


Region	Taiwan	China	United States	European Union	Japan
Number of Patents	105	65	65	7	3

As of the current year (until October 20th), JPC holds a total of 245 active patents, covering key technology areas including high-speed structural designs, optical technologies, liquid-cooling solutions, and automotive applications.



Percentage Distribution of Patents by Patent Type

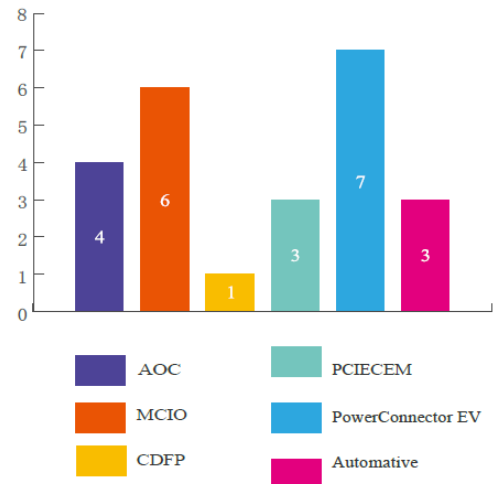


Patent Type	Number of Patents
Invention Patents	153
Utility Model Patents	88
Design Patents	4

New Patents Acquired During the Current Year

As of October 20, JPC added a total of 24 new patents during the current year. These patents cover application areas including Power Connectors, Active Optical Cables (AOC), MCIO, and other related technologies.

Distribution of Application Areas for Newly Granted Patents



(III) Trademark

- Primary trademark **JPC** connectivity have been successfully registered and are under continuous protection and maintenance in Taiwan, China, the United States, Japan, and Vietnam.
- Trademarks **ASTRON** connectivity have been registered in Taiwan.
- Trademark infringement disputes or litigation initiated by third parties: **0 Cases**

JPC Trademark Registration Strategy and Geographic Coverage



Trademark Strategy

Strengthening brand recognition and enhancing market competitiveness.



Professional Collaboration

JPC works closely with professional trademark firms to stay informed of relevant developments and to effectively manage trademark filing and maintenance costs.



Strategic Applications

Trademark registration activities are planned and executed in accordance with market demand and business development strategies.



Risk Management

Trademark searches and risk assessments are conducted prior to filing. Authorized use of trademarks by customers is managed to ensure compliance with licensing scopes and to mitigate infringement risks.



Resource Optimization

The effectiveness of trademark usage is periodically reviewed, and low-value trademarks are retired to optimize resource allocation.

Chapter 5. Review and Analysis of Financial Position and Financial Performance, and Listing of Risks

I. Financial Position

Main reasons and effects of major changes in assets, liabilities and equity for the most recent two years, and future response plans if the effects are significant

Item	2025	2024	Amount of Increase/Decrease	Percentage of Increase/Decrease (%)
Current Assets	6,219,997	5,512,596	707,041	13%
Long-term Investments (Note 1)	675,389	527,498	147,891	28%
Property, Plant and Equipment (including Right-of-use Assets and Investment Property)	1,173,233	1,083,555	89,678	8%
Other Assets (Note 2)	577,595	600,462	(22,867)	-4%
Total Assets	8,646,214	7,724,111	922,103	12%
Total Liabilities	3,379,829	3,113,665	266,164	9%
Total Equity	5,266,385	4,610,446	655,939	14%

Note 1: Long-term investments include non-current financial assets measured at fair value through profit or loss, financial assets measured at fair value through other comprehensive income, and investments accounted for using the equity method.

Note 2: Other assets include intangible assets, deferred income tax assets, and other non-current assets.

(I) Main reasons for changes of 20% or more in the most recent two years:

1. Assets: The Company's total assets increased by more than 20% over the past two fiscal years, mainly due to the increase in non-current financial assets measured at fair value through profit or loss under long-term investments.
2. Liabilities: The Company's total liabilities increased by more than 20% in the past two years: None.

(II) Impact of Changes Exceeding 20% in the Past Two Years:

No significant impact on financial performance.

(III) Future Response Plans for Material Impacts: N/A.

II. Financial Performance

Main reasons for major changes in operating income, net operating income, and net income before tax for the most recent two years, the expected sales volume and the basis thereof, the possible effects on the Company's future financial operations, and the response plans:

Item	2025	2024	Amount of Increase/Decrease	Percentage of Increase/Decrease (%)
Net Operating Revenue	7,579,041	6,765,078	813,963	12%
Gross Profit from Operations	2,602,436	2,242,340	360,096	16%
Operating Income (Net Operating Profit)	1,516,465	1,203,828	312,637	26%
Income Before Tax	1,434,410	1,410,706	23,704	2%
Net Income After Tax	1,128,917	1,140,009	(11,092)	-1%

Main reasons for changes of 20% or more in the most recent two years

1. Operating Income: In 2025, JPC's operating income increased by NT\$312,637 thousand compared to 2024, representing a 26% change. The increase was mainly attributable to revenue growth driven by higher market demand, improved gross margin resulting from product mix adjustments, and a decline in expense ratio, which collectively led to higher operating income.
2. Expected Sales Volume and Basis: Based on past sales experience, anticipated customer demand, and the potential contribution from new technology applications entering mass production, the Company expects the annual sales volume to remain within the budget execution plan.
3. Possible Impact on the Company's Future Financial and Business Performance: No material impact.
4. Future Response Plans:N/A.

III. Cash Flows

Analysis of changes in cash flow in the most recent year, improvement plan for insufficient liquidity and cash liquidity analysis for the coming year

(I) Analysis of changes in cash flow in the most recent year

1. Operating Activities

Net cash inflow from operating activities in 2025 amounted to NT\$800,233 thousand, primarily driven by revenue growth and profitability.

2. Investing Activities

Net cash inflow from investing activities in FY2025 amounted to NT\$568,208 thousand, mainly attributable to the acquisition and disposal of financial assets

measured at fair value through other comprehensive income, financial assets measured at amortized cost, and capital expenditures for property, plant and equipment.

3. Financing Activities

Net cash outflow from financing activities in FY2025 amounted to NT\$938,229 thousand, primarily due to the distribution of cash dividends and repayment of lease liabilities.

(II) Improvement plan for insufficient liquidity: None.

(III) Cash Liquidity Analysis for the Coming Year

Unit: NT\$1,000

Cash Balance at Beginning of Year	Estimated Net Cash Flows from Operating Activities for the Year	Estimated Net Cash Flows from Investing Activities and Financing Activities for the Year	Estimated Cash Surplus (Inadequacy)	Remedial Measures for Estimated Cash Inadequacy	
				Investment Plan	Financing Plan
2,071,557	2,138,000	(1,950,000)	2,259,557	—	—

The Company expects a net cash inflow from operating activities in the coming year, and expects to have a cash balance of NT\$2,259,557 thousand after the distribution of cash dividends.

IV. Effect on Financial Operations of Any Major Capital Expenditures during the Most Recent Fiscal Year.

None.

V. Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Reinvestment Profitability, and Investment Plans for the Coming Year

(I) Reinvestment policy: Increase the investment as needed for the Company's operation scale to ensure stable production capacity and serve the needs of clients.

(II) Reasons for profit or loss on reinvestment:

December 31, 2025; Unit: NT\$1,000

Name of Investee Company	Cost of investment	Carrying Value	Profit (Loss) (Note 1)
JUN CHEN GLOBAL CO.,LTD.	91,000	85,077	(1,527)

Name of Investee Company	Cost of investment	Carrying Value	Profit (Loss) (Note 1)
Ultraspeed Electronics CO., LTD.	20,000	14,602	1,668
JS CONNECTIVITY CO.,LTD.	5,268	4,724	(96)

Note 1: Based on the financial statements of the investee companies audited and certified by the CPA for 2025, the Company recognized investment gains and losses proportionate to its shareholding.

Note 2: In 2025, Ultraspeed Electronics conducted a cash capital increase and issued new shares. As the Company did not subscribe to the new shares in proportion to its original shareholding, it no longer retains control over the investee.

(III) Up to now, there is no investment with an estimated investment amount in excess of 5% of the Company's paid-in capital.

VI. The Following Risk Matters Shall Be Analyzed and Assessed for the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

(I) Effect on the Profit (Loss) of Interest and Exchange Rate Fluctuations and Changes in the Inflation Rate, and Response Measures to Be Taken in the Future

1. Impact of Interest Rate Fluctuations on the Company's Profit and Loss and Future Countermeasures

JPC's interest rate risk primarily arises from floating-rate short-term debt. To mitigate the risk of interest rate fluctuations, the Company evaluates financial market conditions and chooses relatively low-rate financing. Even if interest rates fluctuate due to uncertainties, such changes are not expected to have a material impact on the Company.

2. Impact of Exchange Rate Fluctuations on the Company's Profit and Loss and Future Countermeasures

As a global enterprise, the Company's fund inflows and outflows involve multiple currencies, including NTD, USD, EUR, JPY, HKD, and RMB, which expose the Company to foreign exchange risks. In 2024 and 2025, net foreign exchange gains (losses) amounted to NT\$40,983 thousand and NT\$(117,166) thousand, respectively, representing 0.61% and (1.55)% of net operating revenue, and 2.91% and 8.17% of income before tax, respectively, indicating a certain impact on the Company's profit and loss.

JPC's receivables and payables are primarily denominated in USD. The Company manages foreign currency positions by matching currency holdings with actual import and export needs, thereby reducing overall foreign exchange risk and saving transaction costs. However, payables in RMB remain outstanding. The Company plans to adjust to a single USD-denominated position, settle RMB balances, and simultaneously reduce exposure to both USD and RMB. Position adjustments will be made according to currency trends to mitigate exchange rate risks.

JPC engages in derivative financial instrument transactions solely for hedging purposes. The total amount of hedging contracts is limited to the net positions of receivables or asset-liability offsets expected to arise from business operations within the next six months.

3. Impact of Inflation on the Company's Profit and Loss and Future Countermeasures

JPC closely monitors inflation trends and adjusts product pricing and raw material inventory levels accordingly. To date, inflation has not had a material impact on the Company's operations.

(II) Policies, Profit or Loss, and Future Countermeasures Regarding High-Risk, High-Leverage Investments, Loans to Others, Endorsements and Guarantees, and Derivative Transactions

JPC has not engaged in high-risk or high-leverage investments. As of the most recent fiscal year and the date of publication of this prospectus, the Company has not undertaken endorsements, guarantees, loans to others, or derivative transactions. Should such activities be required in the future, they will be conducted in accordance with the Company's established procedures, including the "Procedures for Endorsements and Guarantees," "Procedures for Loans to Others," "Procedures for Acquisition or Disposal of Assets," and "Procedures for Derivative Transactions."

(III) Future R&D Plans and Expected R&D Expenditures

JPC adheres to the principle of independent R&D, with core technologies developed through long-term cultivation of R&D personnel and internal project research, while maintaining close technical cooperation with major long-term customers. Future R&D plans are detailed in Section IV, "Business Overview." R&D expenditures in 2024 and 2025 amounted to NT\$192,336 thousand and NT\$200,506 thousand, respectively, representing 3% of operating revenue in each year. To align

with industry development and maintain market share, the Company places strong emphasis on R&D, expecting results to gradually materialize in subsequent years. Planned R&D expenditures for the coming year are estimated at approximately 5% of operating revenue, subject to adjustment based on operational conditions and needs.

(IV) Impact of Domestic and International Policy and Legal Changes on the Company's Financial and Business Operations and Countermeasures

JPC conducts its operations in compliance with applicable laws and regulations. As of the most recent fiscal year and the date of publication of this prospectus, no material impact has arisen from domestic or international policy or legal changes. The Company will continue to monitor policy developments and regulatory changes to adopt appropriate strategies and minimize potential impacts.

(V) Impact of Technological and Industry Changes on the Company's Financial and Business Operations and Countermeasures

JPC closely monitors technological developments and industry trends, while actively engaging in product R&D to meet market demand and maintain competitiveness. As of the most recent fiscal year and the date of publication of this prospectus, technological and industry changes have not had a material impact on the Company.

(VI) Impact of Corporate Image Changes on Crisis Management and Countermeasures

Since its establishment, JPC has adhered to principles of professionalism and integrity, continuously strengthening internal management and enhancing quality control to build a strong corporate image and increase customer trust. As of the most recent fiscal year and the date of publication of this prospectus, no events have adversely affected the Company's corporate image.

(VII) Expected Benefits, Potential Risks, and Countermeasures of Mergers and Acquisitions

As of the most recent fiscal year and the date of publication of this prospectus, the Company has no merger plans. Should future mergers be considered, they will be prudently evaluated to ensure synergies and safeguard shareholder interests.

(VIII) Expected Benefits, Potential Risks, and Countermeasures of Plant Expansion

As of the most recent fiscal year and the date of publication of this prospectus, the Company has no plant expansion plans. Any future expansion will be prudently assessed to ensure synergies and protect shareholder interests.

(IX) Risks and Countermeasures of Sales or Procurement Concentration

In 2025, JPC's largest customer accounted for approximately 6.09% of net sales,

with no single customer exceeding 30%. The largest supplier accounted for approximately 6.86% of procurement, with no single supplier exceeding 30%. Accordingly, risks associated with sales and procurement concentration remain limited.

(X) Impact, Risks, and Countermeasures of Significant Share Transfers or Changes by Directors, Supervisors, or Major Shareholders Holding More Than 10%

As of the most recent fiscal year and the date of publication of this prospectus, no significant share transfers or changes have occurred among directors, supervisors, or major shareholders holding more than 10%.

(XI) Impact, Risks, and Countermeasures of Changes in Management Rights:

No such circumstances.

(XII) Litigation or Non-litigation Matters:

As of the most recent fiscal year and the date of publication of this prospectus, the Company, its directors, supervisors, general manager, responsible persons, major shareholders holding more than 10%, and subsidiaries have not been involved in any material litigation, non-litigation, or administrative proceedings that may materially affect shareholder rights or securities prices.

(XIII) Other Material Risks and Countermeasures: None.

VII. Other Important Matters: None.

Chapter 6. Special Disclosure

I. Information on Affiliated Enterprises

For related information, please visit the Market Observation Post System (MOPS) and select “Electronic Document Download / Affiliated Enterprises Statements Section” under the individual company page.

Website: https://mopsov.twse.com.tw/mops/web/t57sb01_q10

II. Private Placement of Securities during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report:

None.

III. Other Necessary Supplementary Information: None.

IV. Specify the Situations Listed in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act, which Might Materially Affect Shareholders' Equity or the Price of the Securities, Occurring during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report: None.

JPC connectivity Inc.

Chairman : Shu-Mei Chang

AI Datacenter / Networking / Telecom

High Power Smart Connection Industry

Electronic Products