

Stock code: 3272



Good Way Technology Co., Ltd.

2025 Annual Report

This Annual Report is available at:

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

Good Way Technology Website: <http://www.goodway.com.tw>

Publication Date: May 20, 2026

1. Contact Details of Spokesperson and Deputy Spokesperson

(Spokesperson) Name and Title:

ESG Project Office Senior Assistant Vice President Wu, Kun-Xian

Contact No.: (02)8919-1200

Email Address : ir@goodway.com.tw

(Spokesperson) Name and Title:

Accounting Department Senior Manager Li, Chia-Feng

Contact No.: (02)8919-1200

Email Address : ir@goodway.com.tw

2. Contact Details of Company and Plants

Company Address: 3F-4., No. 131, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City

Contact No.: (02)8919-1200

Factory Address: 4F, No. 43, Zhongxing Road, Xizhi District, New Taipei City

Contact No.: (02)2695-2100

3. Contact Details of Share Registrar Agency

Name: Mega Securities

Address: 1F., No. 95, Sec. 2, Zhongxiao E. Rd., Zhongzheng Dist., Taipei City

Website: <http://www.emega.com.tw>

Contact No.: (02)3393-0898

4. Contact Details of CPAs Responsible for the Most Recent Year's Financial Statements

Name of CPA: Yu, Chih-Fan, Huang, Shih-Chun

Name of CPA Firm: PwC Taiwan

Address: 27F., No. 333, Section 1, Keelung Road, Taipei City

Website: <http://www.pwc.tw>

Contact No.: (02)2729-6666

5. Contact and Access Information on the Company's Offshore Securities Trading:
None.

6. Company Website: <http://www.goodway.com.tw>

GOOD WAY TECHNOLOGY CO. LTD.

Table of Content

	Page
I. Letter to Shareholders	- 1 -
II. Corporate Governance Report	- 5 -
1. Information Regarding Directors, Supervisors, the President, Vice Presidents, Assistant Vice Presidents, and the Heads of Various Departments and Branches	- 5 -
2. Remunerations Paid to Directors, Supervisors, the President, and Vice Presidents.....	- 13 -
3. Implementation of Corporate Governance.....	- 20 -
4. Information on CPA Fees.....	- 80 -
5. Information on Auditor Changes.....	- 80 -
6. The Chairperson, President, or Manager responsible for financial or accounting affairs of the Company, who has been employed by the CPA firm or its affiliated enterprises within the past year, shall disclose their name, position, and the period of employment at the CPA firm or its affiliated enterprises.....	- 80 -
7. Changes in transfer or pledge of equity shares by Directors, Supervisors, Managers, or Shareholders holding more than 10% of shares issued by the Company in the most recent year up to the date of the Annual Report publication.....	- 81 -
8. Information about the top 10 shareholders with shareholding ratio, and their relationship with each other or their spouses or relatives within the second degree of kinship	- 83 -
9. The total number of shares held and the consolidated shareholdings in any single investee by the Company, its directors, supervisors, managers, or any companies controlled either directly or indirectly by the Company	- 84 -
III. Fundraising Status	- 85 -
1. Capital and shares	- 85 -
2. Implementation status of corporate bonds (including overseas corporate bonds)	- 91 -
3. Special Shares Implementation Status	- 92 -
4. Overseas Depositary Receipts Implementation Status	- 92 -
5. Employee Stock Options Implementation Status	- 93 -
6. Issuance of New Shares Due to Mergers or Acquisitions of Shares of Other Companies	- 95 -
7. Implementation Status of Capital Allocation Plans: Not applicable.....	- 95 -
IV. Business Overview.....	- 96 -
1. Business Activities	- 96 -
2. Market overview, production and sales	- 107 -
3. Employees information in the two most recent fiscal years and up to the date of Annual Report publication	- 114 -
4. Environmental Protection Expenditure.....	- 114 -
5. Labor-Management Relations	- 115 -

6.	Cyber security management	- 122 -
7.	Material contracts	- 125 -
V.	Financial Status, Operating Results and Status of Risk Management.....	- 126 -
1.	Financial Status	- 126 -
2.	Financial performance.....	- 127 -
3.	Cash flows	- 129 -
4.	Impact of Major Capital Expenditures on Financial and Business Operations in the Most Recent Year	- 129 -
5.	Main reasons for profit and loss from the recent annual reinvestment policy, improvement plans, and investment plans for the coming year	- 129 -
6.	Risk Analysis and Assessment for the Most Recent Fiscal Year and as of the Date of Annual Report Publication.....	- 130 -
7.	Other important matters	- 136 -
VI.	Special Disclosure	- 137 -
1.	Information on affiliated enterprises.....	- 137 -
2.	Circumstances of private equity securities offerings in the most recent year and up to the date of publication of the annual report.....	- 141 -
3.	Other necessary supplementary information	- 141 -
4.	Disclosure of events which may hold significant influence on shareholders' equity or share price, in compliance with Article 36, Paragraph 2, Subparagraph 2 of the Securities and Exchange Act of the R.O.C in the most recent fiscal year and as of the date of annual report publication.....	- 142 -

I. Letter to Shareholders

Dear Shareholders,

We would like to express our sincere appreciation to all shareholders for taking time out of their busy schedules to attend the Company's 2026 Annual Shareholders' Meeting.

The Company's consolidated operating revenue for 2025 was NT\$2,935,673 thousand, an increase of NT\$151,551 thousand (+5%) compared to 2024. Gross profit was NT\$238,967 thousand, a decrease of NT\$73,033 thousand (-23%) compared to 2024. Pre-tax net loss was NT\$(399,507) thousand, an increase in loss of NT\$201,803 thousand (+102%) compared to 2024. After-tax net loss was NT\$(461,796) thousand, an increase in loss of NT\$269,106 thousand (+140%) compared to 2024. The primary reasons were that the new factory located in Vietnam began official operations in the third quarter of 2025 with efficiency still being adjusted, new customers and new models began shipping at the end of the third quarter with cost structure and manufacturing processes yet to be optimized, and additional expenditures such as product certification costs increased, resulting in a decline in gross profit and an increase in expenses, causing overall operating performance in 2025 to reflect a wider loss compared to 2024.

(1) Budget Execution Status

The Company's primary product is docking stations, with major production facilities located in Taipei, Kunshan, and Vietnam (a 100% owned subsidiary of the company). The expected sales volume for 2025 was 2,690 thousand units, while actual sales volume for 2025 was 1,315 thousand units.

(2) Financial Expenditure and Profitability Analysis

Unit: NT\$ Thousand

Analysis Items		2025	2024	2023
Financial Revenue and Expenditure	Operating Revenue	2,935,673	2,784,122	3,030,713
	Operating Gross Profit	238,967	312,000	70,593
	Post-tax profit or loss	(461,796)	(192,690)	(372,884)
Profitability	Return on Equity (ROE)(%)	(36.73)	(12.40)	(20.83)
	Pre-tax Net (Loss) Income to Paid-in Capital Ratio (%)	(65.30)	(32.32)	(67.05)
	Net Profit Margin (%)	(15.73)	(6.92)	(12.30)
	Earnings (Loss) Per Share (NT\$)	(7.65)	(3.15)	(6.13)

(3) Research and Development Status

The Company is dedicated to various signal integration and interface specification conversion, including key technologies such as USB, Thunderbolt, Ethernet, VGA, DVI, HDMI, and DisplayPort interfaces, as well as Type-C, 4K, 8K video and audio signals, PD charging, and wireless charging technology applications.

We fully grasp the various product application scenarios and interface technology specifications, and actively cooperate with customers in new product development.

In response to the ongoing development of wireless technologies and evolving market trends in future office environments, conference room solutions, and home office applications, the Company has already commenced mass production and shipment of certain products. Looking ahead, the Company will continue to expand its product portfolio in related areas and remain committed to sustained technological development and investment in this field.

From 2024 to 2025, we completed the development of Intel Thunderbolt 5 Docking and obtained the world's first Thunderbolt 5 certification. Mass production and shipping have already begun. At the same time, we have also secured RFQ/RFI design opportunities for Thunderbolt 5 Dock from various major international manufacturers, with development projects underway.

In terms of R&D technology, we need to have a certain know-how and adjustment in high-frequency signal processing, power integrity processing, electromagnetic interference tolerance processing, and multi-screen display compatibility. During the design process, all designs must meet the functional and signal quality standards of various association certifications, and we develop product portfolios that align with the Company's marketing strategy.

The Company has been collaborating with leading video conferencing manufacturers on related products. As these products enter mass production, the Company will further strengthen its position in this field and gradually expand its product portfolio beyond docking stations.

(4) 2026 Business Plan

In 2026, the global AI market is rapidly entering a period of maturity. Generative AI has expanded beyond text into image, voice, and multimodal applications. Agentic AI is increasingly embedding itself in enterprise workflows as a core driver of operational efficiency. Meanwhile, responsible AI use and trust-building are becoming growing priorities, with safe and reliable deployment in healthcare, creative, and elderly care settings emerging as a shared concern across the industry.

Against this market backdrop, our business plan focuses on four core products: AI eGPU Dock, Smart Managed Dock, Smart Conference Hub, and AIOT Sensing. Together, they construct a complete AI collaborative ecosystem, redefining professional scenarios and long-term care needs with computing power, high-speed connectivity, fast storage, secure collaboration, and intelligent sensing at its core.

AI eGPU Dock: Integration of Thunderbolt 5 Computing Power, High-Speed Connectivity, and Fast Storage

The AI eGPU Dock combines the computing acceleration of an external GPU with the high-speed connectivity of a Thunderbolt Dock, and integrates a fast storage architecture of NAS/DAS. It simultaneously meets the demands of AI inference, rendering, and large-capacity data access, enabling medical clinics to analyze images in real time, creative studios to process assets quickly, and cross-border teams to share and collaborate on data. This is an upgrade from an external GPU solution to an integrated architecture encompassing computing performance, high-speed interconnects, and high-speed storage.

Smart Managed Dock: Intelligent Solution for Hybrid Work and Hot-Desking

The Smart Managed Dock is not merely a tool for connecting devices, but a core solution purpose-built for the new-paradigm office environment. As hybrid work and hot-desking become increasingly prevalent, employees need device support that enables quick workstation switching and plug-and-play functionality, as well as secure and reliable data connectivity, transforming the office from a fixed space into an intelligent, flexible, and secure collaborative scenario.

Smart Conference Hub: Intelligent Meeting Rooms and Multi-Device Integration

The Smart Conference Hub upgrades meeting rooms into intelligent collaboration centers, offering either wired long-distance extension or wireless convenience for more flexible deployment. Aligned with KVM and BYOD/BYOM trends, the Smart Conference Hub enables seamless multi-device integration within the same environment, delivering a stable yet flexible intelligent meeting experience.

AIOT Sensing: Intelligent Detection with AI + IoT, Safeguarding an Aging Society

AIOT Sensing combines IoT technology with AI analysis to create an intelligent detection system designed specifically for the needs of an aging population and long-term care. It enables real-time monitoring of environmental and user conditions, leveraging AI to identify abnormal behavior or health risks and provide early warnings and assistance. From clinics to long-term care centers and smart homes, AIOT sensing transforms detection into intelligent care.

The AI eGPU Dock delivers computing power and fast storage, the Smart Managed Dock provides intelligent office solutions, the Smart Conference Hub enables intelligent meeting room collaboration, and AIOT Sensing offers intelligent detection and long-term care guardianship. Together, they form a complete AI collaborative ecosystem, building differentiated competitiveness for 2026 across three dimensions: technology, integration, and application.

In summary, the 2026 operational plan will focus on intelligent integration and innovative technology as its core, redefining office products and services through the deep integration of new Docking, conference ecosystem, and AI applications. This will not drive the Company's revenue and profit performance, but also bring revolutionary work experiences to users, achieving a win-win situation for enterprises, shareholders, employees, and society.

Wishing you good health, happiness, and prosperity.

Chairman: Tsao, Tse-Cheng

II. Corporate Governance Report

1. Information Regarding Directors, Supervisors, the President, Vice Presidents, Assistant Vice Presidents, and the Heads of Various Departments and Branches

(1) Directors' Information (including Independent Directors)

1. List of Directors (including independent director)

As of April 11, 2026; Unit: Thousand Shares

Title	Nationality /Registered Country	Name	Gender Age	Date of Election (Appointment)	Term of Office	Date of First Election	Shares Held at Time of Election		Current Shareholding		Spouse/Minor Shareholding		Shares Held in the Name of Others		Professional Qualifications and Education	Positions held concurrently in the Company and other Companies	Spouse or Other Managerial Officers, Directors or Supervisors Within the Second Degree of Kinship			Remarks
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Chairman	Republic of China	Tsao, Tse-Cheng	Male 71-80	2024/06/26	3 Years	2003/11/03	5,948	10.89	6,513	10.65	3,098	5.07	—	—	Master of Business Administration (MBA), National Chiao Tung University Chairman, Good Way Technology Co., Ltd.	Chairman and CEO, Good Way Technology Co., Ltd. Chairman, GOOD WAY OVERSEAS. Chairman, Gentle Enterprise Co., Ltd. Chairman, GWC Technology Inc. Chairman, GOOD WAY CAYMAN CO., LTD Chairman, Good Way Electronics Co., Ltd. (Kunshan, China) Chairman, Good Trend Technology Co., Ltd. (Shanghai) Chairman, Bristar Technology Inc. Chairman, DIGI-TECH LLC Chairman, GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED	Director	Hsia, Hsueh-Li	Spouse	Note 1
																	Director	Hsu, Tzu-Fu	Second degree kinship	
Director	Republic of China	Hsu, Tzu-Fu	Male 71-80	2024/06/26	3 Years	2003/11/03	3,719	6.81	4,945	8.08	22	0.04	—	—	Fisheries Department, Kaohsiung Marine University Vice President, Good Way Technology Co., Ltd.	Manager, Dreamland Hostel Hualian	Chairman	Tsao, Tse-Cheng	Second degree kinship	
																	Director	Hsia, Hsueh-Li	Second degree kinship	
Director	Republic of China	Hsia, Hsueh-Li	Female 61-70	2024/06/26	3 Years	2003/11/03	2,946	5.40	3,098	5.07	6,513	10.65	—	—	Department of Business Administration, Kaohsiung Commercial High School Vice Chairman, Good Way Technology Co., Ltd.	Senior Vice President, Good Way Technology Co., Ltd. Director, GWC Technology Inc. Supervisor, Good Way Electronics Co., Ltd. (Kunshan, China) CEO, Cathay United Bank Charitable Trust Education Fund Account	Chairman	Tsao, Tse-Cheng	Spouse	
																	Director	Hsu, Tzu-Fu	Second degree kinship	

Title	Nationality /Registered Country	Name	Gender Age	Date of Election (Appointment)	Term of Office	Date of First Election	Shares Held at Time of Election		Current Shareholding		Spouse/Minor Shareholding		Shares Held in the Name of Others		Professional Qualifications and Education	Positions held concurrently in the Company and other Companies	Spouse or Other Managerial Officers, Directors or Supervisors Within the Second Degree of Kinship			Remarks
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Director	Republic of China	Chen, Chin-Yin	Male 61-70	2024/06/26	3 Years	2021/08/04	—	—	—	—	—	—	—	—	Graduate Institute of Business Administration, National Taiwan University Supervisor, Yulon International Co., Ltd. Director, SysJust Information Co., Ltd. Chairman, Good Way Technology Co., Ltd.	Director, Xuan He Technology Co. Ltd.	None	None	None	
Director	Republic of China	Hsu, Li-Hsiang	Female 61-70	2024/06/26	3 Years	2016/06/07	592	1.09	663	1.09	—	—	—	—	Graduate School of Business Administration, Mie University, Japan Finance Manager, Tai Lung Construction	CEO, Buddhist Compassion Relief Tzu Chi Foundation Japan Branch	None	None	None	
Director	Republic of China	Li, Shu-Hua	Female 61-70	2024/06/26	3 Years	2016/06/07	—	—	—	—	—	—	—	—	CFO, Ruey-Ho-Ting Construction and Development Co., Ltd. Entrepreneurship Consultant and Instructor, Workforce Development Agency, Ministry of Labor Consultant, Financing and Loan Programs, New Taipei City Labor Bureau Small Business Innovation Research Program Consultant, Business Care Counseling Project, Taipei City Industrial Development Bureau Domestic Industry Specialist and Instructor, National Applied Research Laboratories' Technology Innovation Grand Vision Program Consultant, Project Planning and Counseling, Taiwan Private Equity & Venture Capital Association Consultant, TOPGREEN TECHNOLOGY CO., LTD Financial Manager, DFS Taiwan Ltd	Consultant and Instructor, Entrepreneurship Guidance Team for People with Disabilities, New Taipei City Department of Labor	None	None	None	

Title	Nationality /Registered Country	Name	Gender Age	Date of Election (Appointment)	Term of Office	Date of First Election	Shares Held at Time of Election		Current Shareholding		Spouse/Minor Shareholding		Shares Held in the Name of Others		Professional Qualifications and Education	Positions held concurrently in the Company and other Companies	Spouse or Other Managerial Officers, Directors or Supervisors Within the Second Degree of Kinship			Remarks
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	Republic of China	Chen, Te-Kai	Male 61-70	2024/06/26	Note 2	2023/11/30	—	—	—	—	—	—	—	—	Supervisor, Mercuries Data Systems Ltd. Manager, Underwriting Department, KGI Securities Co. Ltd. Manager, BDO Taiwan	Vice President and Deputy Spokesperson, MERCURIES & ASSOCIATES HOLDING, LTD.	None	None	None	
Independent Director	Republic of China	Wu, Li-Lan	Female 51-60	2024/06/26	3 Years	2024/06/26	—	—	—	—	—	—	—	—	Finance Manager of EVERSPRING INDUSTRY CO., LTD. Finance Manager of LIULIGONGFANG & CO. Deputy Accounting Manager of USERJOY Technology Co., Ltd.	Representative, ZHI-HUI Enterprise Management Consulting Co., Ltd. Vice Director of TISDA Director, Golden Carbon Monetization Consulting CO., LTD.	None	None	None	
Independent Director	Republic of China	Lai, Yung-Cheng	Male 61-70	2024/06/26	3 Years	2024/06/26	—	—	—	—	—	—	—	—	Senior Consultant, Netcore Network Communication CORP. General Manager, Singapore Westcon Solutions Imh Pte. Limited, Taiwan Branch Vice President, Cisco Systems Taiwan Ltd.	Independent Director, APLEX TECHNOLOGY INC.	None	None	None	
Independent Director	Republic of China	Chen, Chien-Yuan	Male 61-70	2024/06/26	3 Years	2024/06/26	—	—	—	—	—	—	—	—	Section Chief, Department of Commerce Development, Ministry of Economic Affairs CPA, CROWN & CO., CPAs	Director, MGI Excellence & Co., CPAs	None	None	None	

Note 1: If the Chairperson of the board of directors and the president (or equivalent position, the highest manager) are the same person, spouses, or relatives within the first degree of kinship, the company should explain the reasons, rationality, necessity, and corresponding measures (e.g., increasing the number of independent directors, and having more than half of the directors not serving as employees or managers).

1. Title, Name, Relationship

Title	Name	Relationship
Chairman	Tsao, Tse-Cheng	Chief Executive Officer (CEO)

2. Reason, rationality, necessity:

The Chairman concurrently serves as the CEO in order to enhance operational efficiency and decision-making execution. Furthermore, the chairperson can closely communicate with all directors about the company's recent operations and policy directions during regular times or board meetings, thereby implementing corporate governance.

3. Response Measures:

- (1) The company has established seats for independent directors.
- (2) More than half of the Board members do not concurrently serve as employees or managerial officers.

2. Disclosure of professional qualifications of directors and supervisors, and independence information of independent directors:

As of April 11, 2026

Name	Criteria Professional qualifications and experience (Note 1)	Circumstances of independence	Number of independent directorships concurrently held at other listed companies
Chairman: Tsao, Tse-Cheng	1. For professional qualifications and education, please refer to the table above. 2. Mr. Tsao, Tse-Cheng has cultivated in the electronics industry for many years. He is familiar with the characteristics of the industry and possesses relevant experience and expertise. He has extensive experience in business operations and corporate governance, which will help supervise the company's operations and protect shareholders' interests.	N/A	None
Director: Hsu, Tzu-Fu	1. For professional qualifications and education, please refer to the table above. 2. Mr. Hsu, Tzu-Fu has been deeply involved in the electronics industry for many years. He is familiar with the industry's characteristics and has relevant experience and expertise in the field. He has extensive experience in factory leadership and manufacturing processes, which will help him supervise the company's operations and protect shareholders' interests.		None
Director: Hsia, Hsueh-Li	1. For professional qualifications and education, please refer to the table above. 2. Ms. Hsia, Hsueh-Li has served in the company's management department for many years and is very familiar with the company's internal management. This will help her in supervising the company's operations and protecting shareholders' rights and interests.		None
Director: Chen, Chin-Yin	1. For professional qualifications and education, please refer to the table above. 2. Mr. Chen, Chin-Yin possesses expertise in finance and industry. He can provide objective advice and professional judgment in areas such as risk management, business operations, and corporate governance, which will benefit the efficiency of the company's operations and management.		None
Director: Hsu, Li-Hsiang	1. For professional qualifications and education, please refer to the table above. 2. Ms. Hsu, Li-Hsiang possesses expertise in finance and can provide objective advice and professional judgment on corporate operations and corporate governance, which will help enhance the effectiveness of the company's operations management.		None
Director: Li, Shu-Hua	1. For professional qualifications and education, please refer to the table above. 2. Ms. Li Shu-Hua currently serves as a contract consultant and instructor at the Allied Consulting Center. With expertise in finance and industry, she is capable of providing objective advice and professional judgment in areas such as risk management, business operations, and corporate governance, which can contribute to the effectiveness of the company's operations and management.		None
Independent Director: Chen, Te-Kai	1. Please refer to the table above for the main qualifications and experience. 2. Mr. Chen, Te-Kai currently serves as the Vice President and Acting Spokesperson of MERCURIES & ASSOCIATES HOLDING, LTD. With his expertise in finance and industry, he is able to provide objective advice and professional judgments regarding risk management, corporate operations, and corporate governance, which is beneficial to the Company's operational management effectiveness.	The company obtains a written statement from independent directors upon their appointment, confirming their independence and that of their direct relatives from the company. They do not hold any shares in the company, nor do they have financial or business dealings with the company or its affiliated enterprises. Their independence complies with the Regulations Governing the Appointment and Exercise of Powers by Independent Directors of Public Companies.	None
Independent Director: Wu, Li-Lan	1. Please refer to the table above for the main qualifications and experience. 2. Ms. Wu, Li-Lan currently serves as the General Manager of ZHI-HUI Enterprise Management Consulting Co., Ltd. and Vice President of Taiwan International Sustainable Development Management Association. With expertise in finance, management, and sustainability, she can provide objective recommendations and professional judgments in risk management, business operations, and corporate governance, which will benefit the effectiveness of the company's operational management.		None
Independent Director: Lai, Yung-Cheng	1. Please refer to the table above for the main qualifications and experience. 2. Mr. Lai, Yung-Cheng has worked in the electronics industry for many years, is familiar with the industry characteristics, and possesses relevant experience and expertise in the field. He has extensive corporate management and corporate governance experience, which will help supervise the company's operations and protect shareholders' rights and interests.		1
Independent Director: Chen, Chien-Yuan	1. Please refer to the table above for the main qualifications and experience. 2. Mr. Chen, Chien-Yuan currently serves as the Managing Partner of MGI Excellence & Co., CPAs, which helps in supervising company operations and protecting shareholders' interests.		1

Note 1: None of the circumstances stipulated in the various subparagraphs of Article 30 of the Company Act exist.

Diversity and Independence of the Board of Directors:

1. Board Diversity:

- (1) According to the Company's Corporate Governance Best Practice Principles, Chapter 3 on Enhancing the Functions of the Board of Directors mentions the diversity policy related to the composition of the Board members. Additionally, the Director Election Regulations stipulate the adoption of a comprehensive candidate nomination system, accepting the nomination of director candidates from shareholders holding more than 1% of the shares, to ensure shareholder rights while considering the diversity and independence of directors. The Company's board of directors consists of 40% female members (4 directors) and 60% male members (6 directors), maintaining a balanced ratio. Board members have diverse academic and professional backgrounds, including different expertise such as serving as directors of listed companies, corporate finance managers, and consultants for the Council of Labor Affairs (please refer to the director information table on page 3). This diversity helps in supervising the company's operations and protecting shareholders' interests. Furthermore, the company has established guidelines for continuing education of directors, and through electronic, diversified, humanized, and flexible course designs, directors are encouraged to engage in substantive learning and development.
- (2) The Company's board of directors consists of 10 seats, including 6 directors and 4 independent directors. The directors should have professional qualifications and experience, possessing expertise in marketing, technology, business management, finance, industry knowledge, and operational judgment. The main age range is between 40-75 years old, with at least one-third being female, and no restrictions on nationality.
- (3) Achievement status: all directors of the Company have fulfilled the target requirements.

Title	Name	Concurrent Employee of the Company	Gender	Age	Nationality	Term of Independent Director	Multicore Elements								
							Professional Background	Operational Judgment	Accounting and Finance	Business and Economics	Crisis Management	Industry Experience	International Market Perspective	Leadership Skills	Decision-Making Skills
Director	Tsao, Tse-Cheng	✓	Male	71-80	Republic of China		Management	✓	✓	✓	✓	✓	✓	✓	✓
Director	Hsia, Hsueh-Li	✓	Female	61-70	Republic of China		Business Studies	✓	✓			✓		✓	✓
Director	Hsu, Tzu-Fu		Male	71-80	Republic of China		Marine				✓	✓	✓	✓	✓
Director	Chen, Chin-Yin		Male	61-70	Republic of China		Management	✓	✓			✓	✓		
Director	Li, Shu-Hua		Female	61-70	Republic of China		Business Administration	✓	✓	✓	✓		✓	✓	✓
Director	Hsu, Li-Hsiang		Female	61-70	Republic of China		Management		✓		✓		✓		
Independent Director	Chen, Te-Kai		Male	60-70	Republic of China		Management	✓	✓	✓	✓		✓	✓	✓
Independent Director	Wu, Li-Lan		Female	51-60	Republic of China		Management	✓	✓	✓	✓		✓	✓	✓
Independent Director	Lai, Yung-Cheng		Male	61-70	Republic of China		Management	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director	Chen, Chien-Yuan		Male	61-70	Republic of China		Management	✓	✓	✓	✓		✓	✓	✓

2. As of the end of 2025, there were 4 independent directors, accounting for 40% of all directors. None of them had a spouse or a relative within the second degree of kinship serving as a director of the company. Neither they nor their spouses, or in the name of others, held any shares issued by the company. They did not provide auditing, business, legal, financial, accounting or other services to the company, nor did they receive any related remuneration. They also met the requirements of Article 3 of the Regulations Governing the Appointment and Exercise of Powers by the Independent Directors of Public Companies.

3. The directors and supervisors representing corporate shareholders shall state the names of the corporate shareholders and the names of the top ten shareholders of such corporate shareholders as well as their respective shareholding percentages. As all directors and independent directors are natural persons, this requirement is not applicable.

(2) The President, Vice Presidents, Assistant Vice Presidents, and the heads of various departments and branches

As of April 11, 2026; Unit: Thousand Shares; NT\$ Thousand

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shareholding		Spouse/Minor Shareholding		Shares Held in the Name of Others		Professional Qualifications and Education	Positions held concurrently in the Company and other Companies	Spouse or Other Managerial Officers, Directors or Supervisors Within the Second Degree of Kinship			Remarks
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Chief Executive Officer (CEO)	Republic of China	Tsao, Tse-Cheng	Male	2008/08	6,513	10.65	3,098	5.07	—	—	Master of Business Administration (MBA), National Chiao Tung University Chairman, Good Way Technology Co., Ltd.	President and CEO, Good Way Technology Co., Ltd. Chairman, GOOD WAY OVERSEAS CO., LTD. Chairman, Gentle Enterprise Co., Ltd. Chairman, GWC Technology Inc. Chairman, GOOD WAY CAYMAN CO., LTD Chairman, Good Way Electronics Co., Ltd. (Kunshan, China) Chairman, Good Trend Technology Co., Ltd. (Shanghai) Chairman, Bristar Technology Inc. Chairman, DIGI-TECH LLC Chairman, GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED	Director	Hsia, Hsueh-Li	Spouse	Note 1
Senior Vice President, President Office	Republic of China	Liu, Shan-Yuan	Male	2022/10	—	—	—	—	—	—	Executive Master of Business Administration (EMBA) from National Chengchi University Vice President, Kinpo Electronics Inc.	None	None	None	None	
Consultant, Chairman's Office	Republic of China	Lin, Ying-Hao	Male	2019/04	—	—	—	—	—	—	Master of Business Administration (MBA), Royal Roads University, Canada Business Manager, Nanjing Information Co.	None	None	None	None	
CTO Senior Vice President, President Office	Republic of China	Wang, Ya-o-Wei	Male	2025/03	—	—	—	—	—	—	Kansas State University R&D Director, Wistron Corporation.	None	None	None	None	
Spokesperson, ESG Project Office Senior Assistant Vice President	Republic of China	Wu, Kun-Xian	Male	2023/08	—	—	—	—	—	—	Graduate Institute of Management Sciences, Tamkang University Consultant, Advanced Innovation Management Co., Ltd.	None	None	None	None	
Senior Vice President, General Affairs Office	Republic of China	Hsia, Hsueh-Li	Female	2021/08	3,098	5.07	6,513	10.65	—	—	Department of Business Administration, Kaohsiung Commercial High School Vice Chairman, Good Way Technology Co., Ltd.	Senior Vice President, Good Way Technology Co., Ltd. Director, GWC Technology Inc. Supervisor, Good Way Electronics Co., Ltd. (Kunshan, China) CEO, Cathay United Bank Charitable Trust Education Fund Account	Chairman	Tsao, Tse-Cheng	Spouse	

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shareholding		Spouse/Minor Shareholding		Shares Held in the Name of Others		Professional Qualifications and Education	Positions held concurrently in the Company and other Companies	Spouse or Other Managerial Officers, Directors or Supervisors Within the Second Degree of Kinship			Remarks
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Vice President, Legal Affairs Division	Republic of China	Chen, Ke-Cheng	Male	2025/08	—	—	—	—	—	—	Department of Law, National Taiwan University Assistant Vice President, Namchow Group	None	None	None	None	
Assistant Vice President, MIS Division	Republic of China	Chan, Ming-Hsien	Male	2015/02	1	0.00	—	—	—	—	Department of Information Management, National Central University Manager, Infortrend Technology, Inc.	None	None	None	None	
Vice President, R&D Division	Republic of China	Chen, Pao-Ming	Male	2023/01	15	0.03	—	—	—	—	Department of Electronic and Computer Engineering, National Taiwan University of Science and Technology Senior Manager, Leadtek Research Inc.	None	None	None	None	
Vice President, Software R&D Division	Republic of China	Wang, Hua-Yi	Male	2023/09	—	—	—	—	—	—	Master of Computer Science, University of Denver R&D Director, O2Micro Electronics, Inc.	None	None	None	None	
Assistant Vice President, Software R&D Division	Republic of China	Chou, Chih-Chong	Male	2024/03	—	—	—	—	—	—	Department of Electrical Engineering, Chung Yuan Christian University Senior Software Manager, O2Micro Electronics, Inc.	None	None	None	None	
Assistant Vice President, Mechanical Design Division	Republic of China	Chang You-Teng	Male	2025/07	—	—	—	—	—	—	Department of Mechanical Engineering, Ming Chi University of Technology Senior Manager, Wistron Corporation	None	None	None	None	
Senior Assistant Vice President, Division of Operations	Republic of China	Wu, Wei-Hao	Male	2020/05	—	—	—	—	—	—	Executive Master of Business Administration (EMBA), National Taipei University of Technology Project Assistant Vice President, Twinhead International Corp.	None	None	None	None	
Vice President, Product Marketing Division	Republic of China	Ko, Tsung-Nan	Male	2015/01	—	—	—	—	—	—	Department of Electrical Engineering, National Cheng Kung University Assistant Vice President of Project Management, 3D Technologies, Co., Ltd.	None	None	None	None	
Senior Assistant Vice President, Product Management Division II	Republic of China	Wu, Ming-Tsung	Male	2025/09	—	—	1	0.00	—	—	Executive Master of Business Administration (EMBA), National Cheng Kung University Director of the FAE Team, Macnica Anstech	None	None	None	None	
Product Planning Division	Republic of China	Chen, Ching-Chih	Male	2025/03	—	—	—	—	—	—	Department of Electronic Engineering Technology at National Taiwan University of Science and Technology President, Simplive Technology Co., Ltd.	None	None	None	None	

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shareholding		Spouse/Minor Shareholding		Shares Held in the Name of Others		Professional Qualifications and Education	Positions held concurrently in the Company and other Companies	Spouse or Other Managerial Officers, Directors or Supervisors Within the Second Degree of Kinship			Remarks
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Assistant Vice President, Project Management Division	Republic of China	Chuang, Shih-Jung	Male	2025/07	—	—	—	—	—	—	Department of Industrial Management, National Taiwan University of Science and Technology Senior Manager, Mechanical Verification Department, Wistron Corporation	None	None	None	None	
Assistant Vice President, Sales Division I	Republic of China	Chu, Chia-Ti	Female	2022/01	—	—	—	—	—	—	Department of Spanish Language and Literature, Fu Jen Catholic University Project Manager, ADATA Technology Co., Ltd.	None	None	None	None	
Vice President, Smart IoT Business Unit (IoT)	Republic of China	Ho, Wen-Te	Male	2023/01	—	—	—	—	—	—	Master of Electrical Engineering, Northrop University Senior Product Manager at Belkin International, Inc.	None	None	None	None	
Senior Vice President, Chairman's Office	Republic of China	Wang, Chih-Cheng	Male	2026/03	—	—	—	—	—	—	Department of Electronic Engineering, LungHwa University of Science and Technology Assistant Vice President, Skardin Industrial Corp.	None	None	None	None	
Manufacturing General Manager, Taipei Plant	Republic of China	Fan, Chung-Jung	Male	2021/03	48	0.08	2	0.00	—	—	Department of Electrical Engineering, Cheng Shiu University of Science and Technology President, Good Way Technology Co., Ltd.	None	None	None	None	
Assistant Vice President, Taipei Plant Operations Division	Republic of China	Lee, Wen-Shuan	Male	2023/04	—	—	—	—	—	—	Master of Business Administration, National Central University Automation Department Manager, Everbiz Industrial Co., Ltd.	None	None	None	None	
Corporate Governance Officer Senior Accounting Manager	Republic of China	Li, Chia-Feng	Female	2019/11	—	—	—	—	—	—	Department of Business, National Open University Accounting Clerk, Tai-I Electric Wire & Cable Co., Ltd.	None	None	None	None	
Audit Manager	Republic of China	Lien, Ching-Yi	Female	2026/03	—	—	—	—	—	—	Master of Business Administration (MBA), Ming Chuan University Audit Manager, Skardin Industrial Corp.	None	None	None	None	

Note 1: If the Chairperson of the board of directors and the president (or equivalent position, the highest manager) are the same person, spouses, or relatives within the first degree of kinship, the company should explain the reasons, rationality, necessity, and corresponding measures (e.g., increasing the number of independent directors, and having more than half of the directors not serving as employees or managers).

1. Title, Name, Relationship:

Title	Name	Relationship
Chairman	Tsao, Tse-Cheng	Chief Executive Officer (CEO)

2. Reason, rationality, necessity:

The Chairman concurrently serves as the CEO in order to enhance operational efficiency and decision-making execution. Furthermore, the chairperson can closely communicate with all directors about the company's recent operations and policy directions during regular times or board meetings, thereby implementing corporate governance.

3. Response Measures:

- (1) The company has established seats for independent directors.
- (2) More than half of the Board members do not concurrently serve as employees or managerial officers.

2. Remunerations Paid to Directors, Supervisors, the President, and Vice Presidents

(1) Remunerations to General Directors & Independent Directors

2025; Unit: NT\$ Thousand

Title	Name	Remuneration to Directors								(A+B+C+D) as % of Net Income		Compensation Earned as Employee of the Company or of the Company's Affiliates						Ratio of Total Remuneration (A+B+C+D+E+F+G) to net income (%)		Compensation Paid to Directors from Non-Consolidated Affiliates or Parent Company			
		Reward (A)		Pension (B)		Compensation to Directors (C)		Allowances (D)				Salary, bonus, and allowance (E)		Pension		Employee Compensation (G)							
		The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	Cash	Stock	Cash	Stock		The Company	All Consolidated Entities in the Financial Report	
Director	Chairman	Tsao, Tse-Cheng	-	-	-	-	-	-	-	-	-	-	5,400	5,400	-	-	-	-	-	-	-1.17	-1.17	-
	Director	Hsu, Tzu-Fu	120	120	-	-	-	-	-	-	-0.03	-0.03	-	-	-	-	-	-	-	-	-0.03	-0.03	-
	Director	Hsia, Hsueh-Li	-	-	-	-	-	-	-	-	-	-	1,800	1,800	-	-	-	-	-	-	-0.39	-0.39	-
	Director	Chen, Chin-Yin	120	120	-	-	-	-	22	22	-0.03	-0.03	-	-	-	-	-	-	-	-	-0.03	-0.03	-
	Director	Li, Shu-Hua	120	120	-	-	-	-	22	22	-0.03	-0.03	-	-	-	-	-	-	-	-	-0.03	-0.03	-
	Director	Hsu, Li-Hsiang	120	120	-	-	-	-	11	11	-0.03	-0.03	-	-	-	-	-	-	-	-	-0.03	-0.03	-
Independent Director	Independent Director	Chen, Te-Kai	120	120	-	-	-	-	18	18	-0.03	-0.03	-	-	-	-	-	-	-	-	-0.03	-0.03	-
	Independent Director	Wu, Li-Lan	120	120	-	-	-	-	14	14	-0.03	-0.03	-	-	-	-	-	-	-	-	-0.03	-0.03	-
	Independent Director	Chen, Chien-Yuan	120	120	-	-	-	-	22	22	-0.03	-0.03	-	-	-	-	-	-	-	-	-0.03	-0.03	-
	Independent Director	Lai, Yung-Cheng	120	120	-	-	-	-	22	22	-0.03	-0.03	-	-	-	-	-	-	-	-	-0.03	-0.03	-

- Please describe the remuneration policy, system, standards, and structure for independent directors, and explain how remuneration is linked to factors such as duties assumed, risks undertaken, and time commitment. The remuneration of the Company's directors (including independent directors) is determined in accordance with the Articles of Incorporation, taking into account the Company's operating performance, directors' performance evaluations, and prevailing industry practice. It is reviewed by the Remuneration Committee and submitted to the Board of Directors for approval.
- Except as disclosed above, there were no cases in the most recent year where directors received remuneration for providing services (e.g., as consultants to the parent company, consolidated entities, or investee companies in which they were not employees).

Note 1: The amount is allocated according to the company's articles of incorporation and has not yet been reported at the annual shareholders' meeting.

Remuneration Range Table

Remuneration Range for Each Director of the Company	Director's Name			
	Total of the First Four Remunerations (A+B+C+D)		Total of the First Seven Remunerations (A+B+C+D+E+F+G)	
	The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report
Below NT\$1,000,000	Tsao, Tse-Cheng; Hsu, Tzu-Fu; Hsia, Hsueh-Li; Chen, Chin-Yin; Li, Shu-Hua; Hsu, Li-Hsiang; Chen, Te-Kai; Wu, Li-Lan; Chen, Chien-Yuan; Lai, Yung-Cheng	Tsao, Tse-Cheng; Hsu, Tzu-Fu; Hsia, Hsueh-Li; Chen, Chin-Yin; Li, Shu-Hua; Hsu, Li-Hsiang; Chen, Te-Kai; Wu, Li-Lan; Chen, Chien-Yuan; Lai, Yung-Cheng	Hsu, Tzu-Fu; Chen, Chin-Yin; Li, Shu-Hua; Hsu, Li-Hsiang; Chen, Te-Kai; Wu, Li-Lan; Chen, Chien-Yuan; Lai, Yung-Cheng	Hsu, Tzu-Fu; Chen, Chin-Yin; Li, Shu-Hua; Hsu, Li-Hsiang; Chen, Te-Kai; Wu, Li-Lan; Chen, Chien-Yuan; Lai, Yung-Cheng
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)	—	—	—	—
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)	—	—	Hsia, Hsueh-Li	Hsia, Hsueh-Li
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)	—	—	—	—
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)	—	—	Tsao, Tse-Cheng	Tsao, Tse-Cheng
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)	—	—	—	—
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)	—	—	—	—
Above NT\$100,000,000	—	—	—	—
Total	10 people	10 people	10 people	10 people

(2) Remuneration to Supervisors (including Independent Supervisors)

2025; Unit: NT\$ Thousand

Title	Name	Remuneration to Supervisors						The total amounts and the respective proportions of net income after tax for items A, B, and C		Compensation Paid to Directors from Non-Consolidated Affiliates or Parent Company
		Reward (A)		Compensation (B)		Operating Expenses (C)		The Company	All Consolidated Entities in the Financial Report	
		The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report			
—	—	—	—	—	—	—	—	—	—	

Note: The company has established an Audit Committee, so there are no supervisors or related remuneration.

Remuneration level ranges for the Company's supervisors	Name of supervisor	
	The sum of the first three remunerations (A+B+C)	
	The Company	All Consolidated Entities in the Financial Report
Below NT\$1,000,000		
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)		
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)		
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)		
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)		
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)		
Above NT\$100,000,000		
Total	0 people	0 people

(3) Remuneration to the President and Vice Presidents

2025; Unit: NT\$ Thousand

Title	Name	Salary (A)		Pension (B)		Bonuses and Special Disbursements (C)		Employee Compensation (D)				(A+B+C+D) as % of Net Income		Compensation Paid to Directors from Non-Consolidated Affiliates or Parent Company
		The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company		All Consolidated Entities in the Financial Report		The Company	All Consolidated Entities in the Financial Report	
								Cash	Stock	Cash	Stock			
Chief Executive Officer (CEO)	Tsao, Tse-Cheng	32,208	32,208	-	-	3,534	3,534	-	-	-	-	-7.74	-7.74	None
President	Pao, Chun-Yu (Note 1)													
Chief Operating Officer (COO)	Liu, Shan-Yuan (Note 2)													
Chief Financial Officer (CFO)	Hsueh, Chien-Feng													
Quality Assurance Director	Lee, Zheng-Zhe (Note 3)													
CTO	Wang, Yao-Wei (Note 4)													
Consultant, Chairman's Office	Lin, Ying-Hao													
Senior Vice President, General Affairs Office	Hsia, Hsueh-Li													
Vice President, Legal Affairs Division	Chen, Ke-Cheng (Note 5)													
Vice President, Software R&D Division	Wang, Hua-Yi (Note 6)													
Vice President, R&D Division	Wang, Ping-An (Note 7)													
Vice President, R&D Division	Chen, Pao-Ming (Note 8)													
Vice President, Product Marketing Division	Ko, Tsung-Nan (Note 9)													
Vice President, Smart IoT Business Unit (SIoT)	Ho, Wen-Te													
Manufacturing General Manager, Taipei Plant	Fan, Chung-Jung													

Note 1: Mr. Pao, Chun-Yu assumed the position of General Manager on March 7, 2025.

Note 2: Mr. Liu, Shan-Yuan ceased to serve as Chief Operating Officer on November 4, 2025, and was appointed Senior Vice President of the President's Office.

Note 3: Mr. Lee, Zheng-Zhe, Group Quality Director, was laid off on November 12, 2025.

Note 4: Wang, Yao-Wei, Senior Vice President of the General Manager's Office, assumed the position of Chief Technology Officer on March 11, 2025.

Note 5: The Vice President of the Legal Affairs Division assumed office on August 12, 2025.

Note 6: Wang, Hua-Yi, Vice President, assumed the position of Vice President of the Software R&D Division on July 7, 2025.

Note 7: Wang, Ping-An, Vice President of the R&D Department, resigned on September 4, 2025.

Note 8: Chen, Bao-Ming, Vice President of the IoT R&D Department, assumed the position of General Manager of the R&D Department on May 15, 2025 due to organizational restructuring.

Note 9: Ko, Tsung-Nan, Vice President of the Product Marketing Department, assumed the position of Vice President of the Product Management Department on August 5, 2025 due to organizational renaming.

Remuneration Range Table

Remuneration Range for Each General Manager and Vice President of the Company	Names of General Managers and Vice Presidents	
	The Company	All Consolidated Entities in the Financial Report
Below NT\$1,000,000	Chen, Ke-Cheng	Chen, Ke-Cheng
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)	Lin, Ying-Hao; Li, Zheng-Zhe; Wang, Ping-An; Hsia, Hsueh-Li	Lin, Ying-Hao; Li, Zheng-Zhe; Wang, Ping-An; Hsia, Hsueh-Li
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)	Bao, Jun-Yu; Fan, Chong-Rong; Liu, Shan-Yuan; Xue, Jian-Feng; Ke, Zong-Nan; He, Wen-De; Chen, Bao-Ming; Wang, Yao-Wei	Bao, Jun-Yu; Fan, Chong-Rong; Liu, Shan-Yuan; Xue, Jian-Feng; Ke, Zong-Nan; He, Wen-De; Chen, Bao-Ming; Wang, Yao-Wei
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)	Wang, Hua-Yi	Wang, Hua-Yi
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)	Tsao, Tse-Cheng	Tsao, Tse-Cheng
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)	—	—
NT\$15,000,000 (inclusive) - NT\$3,000,000 (exclusive)	—	—
NT\$30,000,000 (inclusive) - NT\$50,000,000 (exclusive)	—	—
NT\$50,000,000 (inclusive) - NT\$100,000,000 (exclusive)	—	—
Above NT\$100,000,000	—	—
Total	15 people	15 people

Compensation information (including names and compensation methods) of the top 5 highest-paid executives

2025; Unit: NT\$ Thousand

Title	Name	Salary (A)		Pension (B)		Bonuses and Special Disbursements (C)		Employee Compensation (D)				(A+B+C+D) as % of Net Income		Compensation Paid to Directors from Non-Consolidated Affiliates or Parent Company
		The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company	All Consolidated Entities in the Financial Report	The Company		All Consolidated Entities in the Financial Report		The Company	All Consolidated Entities in the Financial Report	
								Cash	Stock	Cash	Stock			
Chief Executive Officer (CEO)	Tsao, Tse-Cheng	5,400	-	-	-	-	-	-	-	-	-	-1.17	-1.17	None
Vice President, Software R&D Division	Wang, Hua-Yi	3,246	-	-	-	340	-	-	-	-	-	-0.78	-0.78	None
Taipei Plant Operations President	Fan, Chung-Jung	2,760	-	-	-	300	-	-	-	-	-	-0.66	-0.66	None
President	Pao, Chun-Yu	2,942	-	-	-	-	-	-	-	-	-	-0.64	-0.64	None
Chief Operating Officer (COO)	Liu, Shan-Yuan	2,425	-	-	-	250	-	-	-	-	-	-0.58	-0.58	None

(4) Names of managers involved in distributing employee compensation and the distribution details.

1. Distribution status for 2025

Unit: NT\$ Thousand

	Title	Name	Stock	Cash	Total	Ratio to net income after tax (%)
Managerial Officer	Chief Executive Officer (CEO)	Tsao, Tse-Cheng				
	President	Pao, Chun-Yu				
	Senior Vice President, Chairman's Office	Liu, Shan-Yuan				
	Consultant, Chairman's Office	Lin, Ying-Hao				
	Senior Vice President, President Office	Wang, Yao-Wei				
	Vice President, Chairman's Office	Chen, Ke-Cheng				
	Senior Associate Manager, ESG Project Office	Wu, Kun-Xian				
	Vice President, Finance Division	Hsueh, Chien-Feng				
	Senior Vice President, General Affairs Office	Hsia, Hsueh-Li				
	Assistant Vice President, MIS Division	Chan, Ming-Hsien				
	Assistant Vice President, Division of Operations	Chu, Chia-Ti				
	Vice President, Product Marketing Division	Ko, Tsung-Nan				
	Product Marketing Division	Chen, Ching-Chih				
	Senior Assistant Vice President, Product Management Division II	Wu, Ming-Tsung				
	Senior Assistant Vice President, Division of Operations	Wu, Wei-Hao				
	Vice President, R&D Division	Wang, Ping-An	—	—	—	—
	Assistant Vice President, Mechanical Division	Chuang, Shih-Jung				
	Assistant Vice President, Mechanical Design Division	Chang You-Teng				
	Assistant Vice President, Software R&D Division	Chou, Chih-Chong				
	Vice President, Smart IoT Business Unit (SIoT)	Ho, Wen-Te				
	Vice President, SIoT Product Development Division	Chen, Pao-Ming				
	Assistant Vice President, SIoT Business Division	Huang, Chung-I				
	Senior Assistant Vice President, SIoT Software Development Division	Wang, Hua-Yi				
	Manufacturing General Manager, Taipei Plant	Fan, Chung-Jung				
	Assistant Vice President, Taipei Plant Operations Division	Lee, Wen-Shuan				
	Vice President, Quality Assurance Center	Lee, Zheng-Zhe				
Assistant Vice President, Quality Assurance Division	Jiao, Zhi-Xiang					
Accounting Manager	Kang, Zheng-Long					

Note 1: The amount is allocated according to the company's articles of incorporation and has not yet been reported at the annual shareholders' meeting.

2. Distribution for fiscal year 2024:

Unit: NT\$ Thousand

	Title	Name	Stock	Cash	Total	Ratio to net income after tax (%)
Managerial Officer	Chief Executive Officer (CEO)	Tsao, Tse-Cheng				
	Chief Operating Officer (COO)	Liu, Shan-Yuan				
	Consultant, Chairman's Office	Lin, Ying-Hao				
	Senior Assistant Vice President, ESG Project Business Division	Wu, Kun-Xian				
	Vice President, Finance Division	Hsueh, Chien-Feng				
	Senior Vice President, General Affairs Office	Hsia, Hsueh-Li				
	Senior Assistant Vice President, General Affairs Office	Chen, Jen-I				
	Assistant Vice President, MIS Division	Chan, Ming-Hsien				
	Assistant Vice President, Division of Operations	Chu, Chia-Ti				
	Vice President, Product Marketing Division	Ko, Tsung-Nan				
	Senior Assistant Vice President, Product Management Division II	Lin, Wei-Sheng				
	Senior Assistant Vice President, Division of Operations	Wu, Wei-Hao				
	Vice President, R&D Division	Wang, Ping-An	—	—	—	—
	Senior Assistant Vice President, Mechanical Design Division	Chen, Chia-Ying				
	Vice President, Smart IoT Business Unit (SIoT)	Ho, Wen-Te				
	Vice President, SIoT Product Development Division	Chen, Pao-Ming				
	Assistant Vice President, SIoT Business Division	Huang, Chung-I				
	Senior Assistant Vice President, SIoT Software Development Division	Wang, Hua-Yi				
	Manufacturing General Manager, Taipei Plant	Fan, Chung-Jung				
	Assistant Vice President, Taipei Plant Operations Division	Lee, Wen-Shuan				
	Vice President, Quality Assurance Center	Lee, Zheng-Zhe				
	Assistant Vice President, Quality Assurance Division	Jiao, Zhi-Xiang				
	Accounting Manager	Kuo, Tung-Han				
	Corporate Governance Officer	Li, Chia-Feng				

- (5) Provide a comparative analysis of the total remuneration of the Company's directors, supervisors, president, and vice presidents in the past two years as a percentage of net income after tax for the Company and all companies included in the consolidated financial statements, and explain the policies, standards, packages, procedures for determining remuneration, and the correlation with operating performance and future risks:

1. Total remuneration of directors, supervisors, president, and vice presidents as a percentage of net income after tax in the past two years

Title	2024		2025 (Note)	
	The ratio of total compensation paid by the Company and all companies covered in the consolidated financial statements to the Company's directors, supervisors, and managers to after-tax net income		The ratio of total compensation paid by the Company and all companies covered in the consolidated financial statements to the Company's directors, supervisors, and managers to after-tax net income	
	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements
Director	(5.20%)	(5.20%)	(1.79%)	(1.79%)
Independent Director	(0.37%)	(0.37%)	(0.24%)	(0.24%)
President, Vice Presidents and Equivalent Positions	(16.00%)	(16.00%)	(7.74%)	(7.74%)

Note 1: The amount is allocated according to the company's articles of incorporation and has not yet been reported at the annual shareholders' meeting.

Note 2: The company has established an Audit Committee, so there are no supervisors.

2. The policy, standards and composition for remuneration payment, the procedure for determining remuneration, and its correlation with operational performance and future risks

- (1) The Company compensates directors and supervisors in accordance with the company's articles of incorporation and with reference to industry standards.
- (2) The compensation for Presidents, Vice Presidents and equivalent positions is based on their contributions, qualifications, and operational performance, and is calculated according to the company's salary-related system; the criteria for distributing employee compensation complies with the company's articles of incorporation, and after being approved by the board of directors, it is distributed in accordance with relevant regulations.

With regard to the process of determining compensation, it is carried out by the Company's Remuneration Committee from a professional and objective standpoint, evaluating the salary and remuneration policies and systems for the Company's directors, independent directors, and

managers, and submitting recommendations to the Board of Directors for their decision-making reference.

In summary, the Company's policy and procedure for determining compensation for directors, independent directors, Presidents, Vice Presidents and equivalent positions are as follows: In addition to basic salaries, other incentive portions are positively correlated with operational performance, and the amounts paid are disclosed in the prospectus in accordance with legal regulations, so future risks should be limited.

3. Implementation of Corporate Governance

(1) Information on the Operations of the Board of Directors

1. The Board of Directors met 7 times in the recent year, and the attendance of the directors is as follows:

Title	Name	Actual Attendance Rate	Attendance by Proxy	Actual Attendance Rate (%)	Remarks
Chairman	Tsao, Tse-Cheng	7	0	100.00	None
Director	Hsia, Hsueh-Li	7	0	100.00	None
Director	Hsu, Tzu-Fu	6	1	85.71	None
Director	Chen, Chin-Yin	7	0	100.00	None
Director	Li, Shu-Hua	7	0	100.00	None
Director	Hsu, Li-Hsiang	6	0	85.71	None
Independent Director	Chen, Te-Kai	6	1	85.71	None
Independent Director	Wu, Li-Lan	7	0	100.00	None
Independent Director	Lai, Yung-Cheng	7	0	100.00	None
Independent Director	Chen, Chien-Yuan	7	0	100.00	None

2. Other mentionable information:

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

Meeting Date	Matters to Acknowledge
<p>2025/03/11 The 6th Meeting of the 10th Board of Directors</p>	<ol style="list-style-type: none"> 1. The case of the Company's self-prepared financial information for 2024 2. Approved the fund lending case of GWC Technology Inc. (a 100% subsidiary of the company) 3. Indirect Capital Increase for Vietnamese Investment Entity GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED 4. Sale of 2 SMT Equipment Lines to Related Party GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED 5. Directors and officers liability insurance case 6. Proposal for Subsidiary Good Way Electronic(Kunshan) Co., Ltd. to Purchase Automated Equipment 7. The case of the Company applying for credit lines and derivative financial product trading lines from financial institutions <hr/> <ol style="list-style-type: none"> 1. Independent Directors' Opinions: N/A 2. Resolution result: All attending directors unanimously approved as proposed.
<p>2025/03/25 The 7th Meeting of the 10th Board of Directors</p>	<ol style="list-style-type: none"> 1. Resignation of the Company's General Manager 2. Appointment of the Company's Group General Manager 3. Appointment of the Company's Chief Technology Officer 4. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans. 5. The Company's 2024 Business Report and Financial Statements 6. The case of the Company's Internal Control Statement for Self-Evaluation in 2024 7. According to the Company's corporate governance best practices, the case of evaluating the independence and suitability of the Company's appointment of CPAs 8. The Company's 2024 Profit Distribution and Loss Compensation 9. The Company's 2024 Director Compensation and Employee Compensation 10. Amendment to Certain Provisions of the Company's Articles of Incorporation 11. Amendment and Revision of Internal Control System and Internal Audit Implementation Rules 12. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions 13. The date, venue, and agenda for the Company's 2025 Annual Shareholders' Meeting, etc. 14. The case of formulating the relevant operational matters for shareholders holding 1% or more shares to exercise their proposal rights <hr/> <ol style="list-style-type: none"> 1. Independent Directors' Opinions: N/A

Meeting Date	Matters to Acknowledge
	2. Resolution result: All attending directors unanimously approved as proposed.
2025/04/22 The 8th Meeting of the 10th Board of Directors	1. The Company's first share repurchase program in 2025 for transferring shares to employees
	1. Independent Directors' Opinions: N/A 2. Resolution result: All attending directors unanimously approved as proposed.
2025/05/06 The 9th Meeting of the 10th Board of Directors	1. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans. 2. The Company's Consolidated Financial Statements for the first quarter of 2025 3. Establishing the Company's "Employee Stock Option Issuance and Subscription Regulations 4. Addition to Internal Control System and Internal Audit Implementation Rules 5. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions 6. Approval of the Endorsement Guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (the Company's 100% Indirectly Invested Subsidiary) to Apply for New Financing Facilities from Chailease International Financial Services (Singapore) Pte. Ltd.
	1. Independent Directors' Opinions: N/A 2. Resolution result: All attending directors unanimously approved as proposed.
2025/07/22 The 10th Meeting of the 10th Board of Directors	1. Salary adjustment case for the Company's Managerial Officers in 2025 2. Appointment of the Company's Accounting Officer and Chief Accountant. 3. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions 4. Approve the issuance of employee stock options to employees
	1. Independent Directors' Opinions: N/A 2. Resolution result: All attending directors unanimously approved as proposed.
2025/08/12 The 11th Meeting of the 10th Board of Directors	1. The case of the Company's assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans 2. The Company's Consolidated Financial Statements for the second quarter of 2025 3. Appointment of the Corporate Governance Officer of the Company. 4. The Company's 2024 Sustainability Report 5. The Company's 5-Year Integrated Sustainability Development

Meeting Date	Matters to Acknowledge
	<p>Strategy.</p> <p>6. Amendment of certain provisions of the Company's Employee Stock Warrant Issuance and Subscription Regulations.</p> <p>1. Independent Directors' Opinions: N/A</p> <p>2. Resolution result: All attending directors unanimously approved as proposed.</p>
<p>2025/11/04 The 12th Meeting of the 10th Board of Directors</p>	<p>1. Appointment of the Company's General Manager</p> <p>2. Proposal for the personnel change of the Company's Chief Operating Officer</p> <p>3. The Company's Employee Year-end Bonus for 2025</p> <p>4. The case of the Company's assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans</p> <p>5. The Company's Consolidated Financial Statements for the third quarter of 2025</p> <p>6. Amendments to the Sustainable Development Practice Guidelines.</p> <p>7. The Company's Internal Audit Plan for 2026</p> <p>8. The Company's Budget Plan for 2026</p> <p>9. Fund Lending to GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (the Company's 100% Reinvested Subsidiary)</p> <p>10. Approval of endorsement and guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) to apply for new financing facilities from Cathay United Bank Co., Ltd.</p> <p>11. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions</p> <p>1. Independent Directors' Opinions: N/A</p> <p>2. Resolution result: All attending directors unanimously approved as proposed.</p>
<p>2026/03/12 The 13th Meeting of the 10th Board of Directors</p>	<p>1. Appointment of the Company's Chief Technology Officer</p> <p>2. The case of the Company's assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans</p> <p>3. The Company's 2025 Business Report and Financial Statements</p> <p>4. The Company's 2025 Internal Control Self-Assessment Statement</p> <p>5. According to the Company's corporate governance best practices, the case of evaluating the independence and suitability of the Company's appointment of CPAs</p> <p>6. The Company's 2025 Profit Distribution and Loss Compensation</p> <p>7. The Company's 2025 Director Compensation and Employee Compensation</p> <p>8. Directors and officers liability insurance</p> <p>9. Scope of Entry-Level Employees for 2026</p>

Meeting Date	Matters to Acknowledge
	<ol style="list-style-type: none"> 10. Amendment to Certain Provisions of the Company's Articles of Incorporation 11. Amendments to Certain Provisions of the Company's Corporate Governance Best Practice Principles 12. Amendment and Revision of Internal Control System and Internal Audit Implementation Rules 13. Providing Funds to GWC Technology Inc. (a 100% reinvested subsidiary of the Company) 14. Approval of endorsement and guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) to apply for new financing facilities from Cathay United Bank Co., Ltd. 15. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions 16. The date, venue, and agenda for the Company's 2026 Annual Shareholders' Meeting, etc. 17. The case of formulating the relevant operational matters for shareholders holding 1% or more shares to exercise their proposal rights <ol style="list-style-type: none"> 1. Independent Directors' Opinions: N/A 2. Resolution result: All attending directors unanimously approved as proposed.
<p>2026/03/25 The 14th Meeting of the 10th Board of Directors</p>	<ol style="list-style-type: none"> 1. Appointment of the Company's Accounting Officer, Corporate Governance Officer, and Acting Spokesperson. 2. Appointment of the Company's Spokesperson 3. Amendments to certain provisions of the Rules of Procedure for Shareholders' Meetings and the Rules for Election of Directors. 4. The date, venue, and agenda for the Company's 2026 Annual Shareholders' Meeting, etc. <ol style="list-style-type: none"> 1. Independent Directors' Opinions: N/A 2. Resolution result: All attending directors unanimously approved as proposed.
<p>2026/05/07 The 15th Meeting of the 10th Board of Directors</p>	<ol style="list-style-type: none"> 1. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans. 2. The Company's Consolidated Financial Statements for the first quarter of 2026 3. Cancellation of fund lending to GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) 4. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions <ol style="list-style-type: none"> 1. Independent Directors' Opinions: N/A 2. Resolution result: All attending directors unanimously approved as proposed.

- (2) Article 14-3 of the Securities and Exchange Act lists the matters and other board resolutions that independent directors have dissenting or reserved opinions, which are recorded or stated in writing. The date, session, content of the resolution, opinions of all independent directors, and the Company's response to the opinions of independent directors should be stated: None.
- (3) The implementation of directors' recusal from conflicted proposal, should specify the names of directors, contents of proposals, reasons for recusal, and voting participation:
- A. At the 7th Meeting of the 10th Board of Directors, when discussing the Company's directors' compensation and employees' compensation for 2024, Directors Tsao, Tse-Cheng and Hsia, Hsueh-Li, who also serve as employees, did not participate in the voting due to conflicts of interest and based on the principle of recusal.
 - B. At the 9th Meeting of the 10th Board of Directors, the agenda item regarding the formulation of the Company's Rules for Issuance of Employee Stock Option Certificates and Stock Subscription was discussed. Directors Tsao, Tse-Cheng and Hsia, Hsueh-Li, who also serve as employees, recused themselves from the vote due to a personal conflict of interest, in accordance with the principle of conflict of interest avoidance.
 - C. During the 10th Meeting of the 10th Board of Directors, discussion was carried out regarding the proposal to adjust the salary of the Company's managers for 2025. As Directors Tsao, Tse-Cheng and Hsia, Hsueh-Li also serve as employees, they did not participate in the voting due to potential conflicts of interest in accordance with the principle of recusal.
 - D. At the 11th Meeting of the 10th Board of Directors, the agenda item regarding the amendment of the Company's Rules for Issuance of Employee Stock Option Certificates and Stock Subscription was discussed. Directors Tsao, Tse-Cheng and Hsia, Hsueh-Li, who also serve as employees, recused themselves from the vote due to a personal conflict of interest, in accordance with the principle of conflict of interest avoidance.
 - E. At the 12th Meeting of the 10th Board of Directors, when discussing the Company's year-end bonuses for employees in 2025, Directors Tsao, Tse-Cheng and Hsia, Hsueh-Li, who also serve as employees, did not participate in the voting due to conflicts of interest and based on the principle of recusal.
 - F. At the 13th Meeting of the 10th Board of Directors, when

discussing the Company's directors' compensation and employees' compensation for 2025, Directors Tsao, Tse-Cheng and Hsia, Hsueh-Li, who also serve as employees, did not participate in the voting due to conflicts of interest and based on the principle of recusal.

- G. At the 13th Meeting of the 10th Board of Directors, the agenda item regarding the scope of entry-level employees of the Company for 2026 was discussed. Directors Tsao, Tse-Cheng and Hsia, Hsueh-Li, who also serve as employees, recused themselves from the vote due to a personal conflict of interest, in accordance with the principle of conflict of interest avoidance.
- (4) Objectives for enhancing the functions of the Board of Directors in the current and recent years (e.g., establishing an Audit Committee, improving information transparency, etc.) and an assessment of their implementation:
- A. The Company conducted a Corporate Governance Advocacy on February 10, 2025, reminding directors and managers not to trade their stocks during the closed period of 30 days prior to the announcement of the annual financial report.
 - B. The Company has issued a notice to directors and managers on February 12, 2025, regarding Taipei Exchange Promotion Document - Common Patterns of Violations of Insider Trading Reporting Requirements under the Securities and Exchange Act.
 - C. The Company has reported on the investment situation of the joint venture establishment of Shenzhen Linkway Future Technology Co., Ltd., jointly formed by Good Way Electronics Co., Ltd. (Kunshan) (a 100% invested subsidiary of the Company) and United Group (Beijing) Technology Co., Ltd., at the 6th Meeting of the 10th Tern on March 11, 2025.
 - D. The Company resolved at the 6th Meeting of the 10th Board of Directors on March 11, 2025 to approve the fund lending arrangement for GWC Technology Inc. (a 100% owned subsidiary of the Company).
 - E. The Company resolved at the 6th Meeting of the 10th Board of Directors on March 11, 2025 to approve the indirect capital increase in the Vietnamese investment entity GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED.
 - F. The Company resolved at the 6th Meeting of the 10th Board of Directors on March 11, 2025 to approve the sale of 2 SMT equipment units to the related party GOOD WAY TECHNOLOGY

VIETNAM COMPANY LIMITED.

- G. The Company resolved at the 6th Meeting of the 10th Board of Directors on March 11, 2025 to approve the procurement of automated equipment by the sub-subsidiary Good Way Electronic(Kunshan) Co., Ltd.
- H. The Company has reported on the Board of Directors Performance Self-Assessment, Audit Committee Performance Self-Assessment, Remuneration Committee Performance Self-Assessment, and Board Member Self-Evaluation at the 7th Meeting of the 10th Board of Directors on March 25, 2025.
- I. The Company has reported the results of the review regarding whether the qualifications of independent directors comply with relevant laws and regulations during their tenure at the 7th meeting of the 10th Board of Directors on March 25, 2025.
- J. The Company has passed the resolution to add provisions to the internal control system and internal audit implementation rules at the 7th Meeting of the 10th Board of Directors on March 25, 2025.
- K. The Company has evaluated the independence and suitability of the CPAs based on the Audit Quality Indicators (AQIs) during the 7th Meeting of the 10th Board of Directors on March 25, 2025. The evaluation content is as follows:

GOOD WAY TECHNOLOGY CO. LTD.

CPA Independence Evaluation

Evaluation Period: 2025

PwC Taiwan
Yu, Chih-Fan
Huang, Shih-Chun

Item No.	Evaluation Content	Please Check			Explanation
		Yes	No	N/A	
I.	Has the CPA independence evaluation questionnaire been completed and does the questionnaire conclusion meet the independence and competency review?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
II.	Has the signing attestation service not been continuously appointed for seven years?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
III.	Has a statement of independence been obtained from the CPA?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
IV. Assessment and Review Opinions					
Review approved, recommendation to appoint/maintain current appointment					
Other					
Explanation:					
Chairman:					
President:					
Finance and Accounting Department:					

GOOD WAY TECHNOLOGY CO. LTD.
CPA Independence Evaluation Questionnaire
 Evaluation Period: 2025

Respondent: PwC Taiwan
 Yu, Chih-Fan
 Huang, Shih-Chu n

1. Review of Independence Requirements (if any of the following items is marked “Yes,” further clarification of the facts is required)

Item No.	Evaluation Content	Please Check			Explanation
		Yes	No	N/A	
1	Does the CPA or their spouse or minor children have any investment or shared financial interest with the Company?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2	Does the CPA himself/herself or his/her spouse or minor children have any borrowing or lending with the Company? However, this does not apply if the client is a financial institution and is a normal business partner.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3	Is the CPA or member of the auditing service team currently or within the past two years serving as a director, manager, or a position with significant influence over the audit case for this company?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4	Do the CPA or members of the auditing service team promote or act as an intermediary for stocks or other securities issued by the Company?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
5	Can the CPA or members of the audit service team represent the Company in legal cases or other disputes with third parties other than the operations permitted by law?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
6	Do the CPA or members of the audit service team have a spousal, direct blood relative, direct relative by marriage, or second-degree collateral blood relative relationship with the company's directors, managers, or personnel in positions that have a significant influence on the audit case?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
7	Has any partner of the former audit firm been appointed as a director, managerial officer or any position that may have a significant influence on the audit of the Company within one year after resignation or dismissal?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
8	Did the CPA or audit team members receive valuable gifts or special favors from the Company or its directors, managers, or major shareholders?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
9	Is the CPA currently employed by the client or auditee in a permanent position, receiving a fixed salary, or serving as a director or supervisor?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

2. Operation Independence Review (if any item below is marked “No,” further clarification of the facts is required)

Item No.	Evaluation Content	Please Check			Explanation
		Yes	No	N/A	
1	When the CPA has a direct or significant indirect interest in the matter being commissioned that may affect their fairness and independence, have they recused themselves and not taken on the assignment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2	When the CPA provides audit, review, compilation or special engagement services on financial statements and renders an opinion, should they maintain not only substantive independence but also formal independence?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	Do the members of the audit service team, other joint practicing CPAs or partners of the CPA firm, the CPA firm,	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	affiliated enterprises of the firm, and alliance firms also maintain independence with respect to the Company?				
4	Does the CPA perform professional services with an attitude of integrity and rigor?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5	When performing professional services, did the CPA maintain an impartial and objective stance, and avoid allowing bias, conflicts of interest, or self-interest to influence their professional judgment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Qualification Review					
Item No.	Evaluation Content	Please Check			Explanation
		Yes	No	N/A	
1	Has the CPA been sanctioned by the Accountant Disciplinary Committee in the past two years? Has this CPA firm been involved in any major litigation cases in the past two years or currently?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2	Does the CPA firm have sufficient scale, resources, and regional coverage in providing corporate audit services?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	Does the CPA firm have a clear quality control procedure? Does the scope include the levels and key points of the audit procedures, how to handle audit issues and judgments, quality control review of independence, and risk management?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	Does the CPA firm promptly inform the Board of Directors of any significant issues and developments regarding risk management, corporate governance, financial accounting, and related risk controls?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

- L. The Company conducted the Corporate Governance Promotion on April 18, 2025, reminding directors and managerial officers that they are prohibited from trading company stock during the blackout period, which is fifteen days prior to the announcement of quarterly financial reports.
- M. The Company conducted Corporate Governance Promotion on April 22, 2025, reminding directors and managerial officers that they are prohibited from selling company stock during the company's treasury stock buyback period.
- N. The Company has issued a notice to directors and managers on May 5, 2025, regarding Taipei Exchange Promotion Document - Common Patterns of Violations of Insider Trading Reporting Requirements under the Securities and Exchange Act.
- O. The Company resolved at the 9th Meeting of the 10th Board of Directors on May 6, 2025 to approve the amendment of the Rules for Issuance of Employee Stock Option Certificates and Stock Subscription.
- P. The Company has passed the resolution to add provisions to the internal control system and internal audit implementation rules at the 9th Meeting of the 10th Board of Directors on May 6, 2025.
- Q. The Company resolved at the 9th Meeting of the 10th Board of Directors on May 6, 2025 to approve the endorsement and

guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% owned sub-subsiary of the Company) in connection with its new application for a credit facility from Chailease International Financial Services (Singapore) Pte. Ltd.

- R. The Company conducted Corporate Governance Promotion on May 13, 2025, reminding directors and managerial officers that they are prohibited from selling company stock during the company's treasury stock buyback period.
- S. The Company conducted the Q3 2025 Ethical Corporate Management Guidelines Promotion on July 10, 2025.
- T. The Company conducted the Corporate Governance Promotion on July 28, 2025, reminding directors and managerial officers that they are prohibited from trading company stock during the blackout period, which is fifteen days prior to the announcement of quarterly financial reports.
- U. The Company has issued a notice to directors and managers on August 6, 2025, regarding Taipei Exchange Promotion Document - Common Patterns of Violations of Insider Trading Reporting Requirements under the Securities and Exchange Act.
- V. The Company resolved at the 11th Meeting of the 10th Board of Directors on August 12, 2025 to approve the Company's 5-Year Integrated Sustainable Development Strategy.
- W. The Company has passed the resolution to establish the Employee Stock Option Issuance and Subscription Regulations at the 11th Meeting of the 10th Board of Directors on August 12, 2025.
- X. The Company conducted the Q4 2025 Ethical Corporate Management Guidelines Promotion on October 7, 2025.
- Y. The Company conducted the Corporate Governance Promotion on October 13, 2025, reminding directors and managerial officers that they are prohibited from trading company stock during the blackout period, which is fifteen days prior to the announcement of quarterly financial reports.
- Z. The Company reported the 2025 Implementation of Ethical Corporate Management and Corporate Governance Promotion at the 12th Meeting of the 10th Board of Directors on November 4, 2025.
- AA. The Company reported 2025 Sustainable Development Implementation Status at the 12th Meeting of the 10th Board of Directors on November 4, 2025.

- BB. The Company reported the 2025 Risk Management Operations Status at the 12th Meeting of the 10th Board of Directors on November 4, 2025.
- CC. The Company resolved at the 12th Meeting of the 10th Board of Directors on November 4, 2025 to approve amendments to certain provisions of the Company's Sustainable Development Best Practice Principles.
- DD. The Company resolved at the 12th Meeting of the 10th Board of Directors on November 4, 2025 to approve the fund lending arrangement for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% owned sub-subsidiary of the Company).
- EE. The Company resolved at the 12th Meeting of the 10th Board of Directors on November 4, 2025 to approve the endorsement and guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% owned sub-subsidiary of the Company) in connection with its new application for a credit facility from Cathay United Bank Co., Ltd.
- FF. The Company has reported on the Board of Directors Performance Self-Assessment, Audit Committee Performance Self-Assessment, Remuneration Committee Performance Self-Assessment, and Board Member Self-Evaluation at the 13th Meeting of the 10th Board of Directors on March 12, 2026.
- GG. The Company has reported the results of the review regarding whether the qualifications of independent directors comply with relevant laws and regulations during their tenure at the 13th Meeting of the 10th Board of Directors on March 12, 2026.
- HH. The Company referenced Audit Quality Indicators (AQIs) to evaluate the independence and competence of the certifying accountants at the 13th Meeting of the 10th Board of Directors on March 12, 2026.
- II. The Company resolved at the 13th Meeting of the 10th Board of Directors on March 12, 2026 to approve amendments to certain provisions of the Company's Corporate Governance Best Practice Principles.
- JJ. The Company resolved at the 13th Meeting of the 10th Board of Directors on March 12, 2026 to approve amendments to the Internal Control System and the Implementation Rules for Internal Audit.
- KK. The Company resolved at the 13th Meeting of the 10th Board of Directors on March 12, 2026 to approve the fund lending

arrangement for GWC Technology Inc. (a 100% owned subsidiary of the Company).

- LL. The Company has resolved at the 13th Meeting of the 10th Board of Directors on March 12, 2026, to approve the application for a new financing credit limit adjustment for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) with endorsement/guarantee from Cathay United Bank Co., Ltd.
- MM. The Company has resolved at the 14th Meeting of the 10th Board of Directors on March 25, 2026, to approve the amendment of certain provisions of the Company's Rules of Procedure for Shareholders' Meetings and Director Election Procedures.
- NN. The Chairperson of the Company regularly promotes the company's management philosophy and integrity to all employees during monthly meetings.
- OO. The Company periodically updates its official website to protect the rights of the investing public.
- PP. The Company has purchased liability insurance for all directors and filed the required reports accordingly.
- QQ. The Company communicates relevant training courses to Board members monthly and assists in arranging continuing education to help them acquire new knowledge and maintain professional advantages.

3. Attendance of independent directors at each board meeting:

Please refer to page 46 (9) Major resolutions of Shareholders' Meetings and Board Meetings during the most recent fiscal year up to the date of publication of the annual report. 1. Major resolutions of the Board of Directors:

4. Performance Evaluation of the Board of Directors:

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
<p>1. Internal evaluation is conducted at the end of each fiscal year, with the evaluation results completed before the end of the first quarter of the following year</p> <p>2. External evaluation is conducted every three years, with the evaluation results completed before the end of the first quarter of the following year (note)</p>	January 1, 2025 to December 31, 2025	Overall Board of Directors Audit Committee Remuneration Committee Individual Board Members	<p>1. Internal Self-Evaluation of the Board of Directors</p> <p>2. Internal Self-Evaluation of the Audit Committee</p> <p>3. Internal Self-Evaluation of the Remuneration Committee</p> <p>4. Self-Evaluation of Board Members</p>	<p>Board of Directors' Evaluation Items:</p> <ol style="list-style-type: none"> 1. Degree of participation in company operations. 2. Enhancing the quality of Board decisions. 3. Board composition and structure. 4. Election and continuing education of directors. 5. Internal control. 6. Awareness of functional committees' responsibilities. <p>Audit Committee Evaluation Items:</p> <ol style="list-style-type: none"> 1. Degree of participation in company operations. 2. Understanding of the Audit Committees' responsibilities. 3. Enhancing the quality of functional committees' decisions. 4. Internal control. <p>Remuneration Committee Evaluation Items:</p> <ol style="list-style-type: none"> 1. Degree of participation in company operations. 2. Understanding of the Remuneration Committees' responsibilities. 3. Enhancing the quality of functional committees' decisions. 4. Composition of functional committees and election of members. <p>Director (Self or Peer) Assessment Items:</p> <ol style="list-style-type: none"> 1. Understanding of the Company's goals and tasks. 2. Awareness of director responsibilities. 3. Degree of participation in company operations. 4. Internal relationship management and communication. 5. Professionalism and continuing education of directors. 6. Internal control.

Note: The external evaluation of the Board of Directors for 2023 has been completed in 2024, therefore no external evaluation is required for 2025.

(2) Operations of the Audit Committee

1. Information on the operation of the Audit Committee:

The annual work priorities for the Audit Committee for 2025 are as follows:

1. Review the appointment of the Group's General Manager, Chief Technology Officer, Corporate Governance Officer, Accounting Officer, and Lead Accountant
2. Review the self-assessed financial information for the fiscal year 2024
3. Review quarterly financial reports, annual financial reports, and semi-annual financial reports
4. Review the Business Report and Financial Statements for the fiscal year 2024
5. Review the Profit Distribution and Loss Compensation for the fiscal year 2024
6. Review the Internal Control System Self-Assessment Statement for the fiscal year 2024
7. Review the appointment and remuneration of the certifying accountant
8. Review the Directors' and Managerial Officers' Liability Insurance
9. Review the proposal for transferring treasury shares to employees
10. Review the fund lending proposal for GWC Technology Inc. (a 100% directly invested subsidiary of the Company)
11. Fund Lending to GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (the Company's 100% Reinvested Subsidiary)
12. Approval of the endorsement guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (the Company's 100% Indirectly Invested Subsidiary) to Apply for New Financing Facilities from Chailease International Financial Services (Singapore) Pte. Ltd.
13. Approval of endorsement and guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) to apply for new financing facilities from Cathay United Bank Co., Ltd.
14. Indirect Capital Increase for Vietnamese Investment Entity GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED
15. Sale of 2 SMT Equipment Lines to Related Party GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED
16. Proposal for Subsidiary Good Way Electronic(Kunshan) Co., Ltd. to Purchase Automated Equipment
17. Review the amendment of certain provisions of the Company's Articles of Incorporation
18. Review the addition and amendment of the Internal Control System and Internal Audit Implementation Rules
19. Review the Company's 5-Year Sustainability Development Integration Strategy
20. Review the amendment of certain provisions of the Company's Sustainable Development Best Practice Principles
21. Review the Internal Audit Plan for the fiscal year 2026
22. Review the budget proposal for the fiscal year 2026

In the most recent fiscal year, the Audit Committee held a total of 7 meetings. The attendance of independent directors is as follows:

Title	Name	Attended in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Independent Director	Chen, Te-Kai	6	1	85.71	None
Independent Director	Wu, Li-Lan	7	0	100.00	None
Independent Director	Lai, Yung-Cheng	7	0	100.00	None
Independent Director	Chen, Chien-Yuan	7	0	100.00	None

2. Other mentionable information:

Matters listed in Article 14-5 of the Securities and Exchange Act:

Meeting Date	Matters to Acknowledge
<p>2025/03/11 The 3rd Meeting of the 4th Board of Directors</p>	<ol style="list-style-type: none"> 1. The case of the Company's self-prepared financial information for 2024 2. Approved the fund lending case of GWC Technology Inc. (a 100% subsidiary of the company) 3. Indirect Capital Increase for Vietnamese Investment Entity GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED 4. Sale of 2 SMT Equipment Lines to Related Party GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED 5. Directors and officers liability insurance case 6. Proposal for Subsidiary Good Way Electronic(Kunshan) Co., Ltd. to Purchase Automated Equipment <hr/> <ol style="list-style-type: none"> 1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None 2. Resolution: All attending members unanimously approved as proposed. 3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.
<p>2025/03/25 The 4th Meeting of the 4th Board of Directors</p>	<ol style="list-style-type: none"> 1. Resignation of the Company's General Manager 2. Appointment of the Company's Group General Manager 3. Appointment of the Company's Chief Technology Officer 4. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans. 5. The Company's 2024 Business Report and Financial Statements 6. The case of the Company's Internal Control Statement for Self-Evaluation in 2024 7. According to the Company's corporate governance best practices, the case of evaluating the independence and suitability of the Company's appointment of CPAs 8. The Company's 2024 Profit Distribution and Loss Compensation 9. Amendment to Certain Provisions of the Company's Articles of Incorporation 10. Amendment and Revision of Internal Control System and Internal Audit Implementation Rules <hr/> <ol style="list-style-type: none"> 1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None 2. Resolution: All attending members unanimously approved as proposed. 3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.
<p>2025/04/22 The 5th</p>	<ol style="list-style-type: none"> 1. The Company's First Share Repurchase Program for Employee Transfer in 2025

Meeting Date	Matters to Acknowledge
Meeting of the 4th Board of Directors	<ol style="list-style-type: none"> 1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None 2. Resolution: All attending members unanimously approved as proposed. 3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.
2025/05/06 The 6th Meeting of the 4th Board of Directors	<ol style="list-style-type: none"> 1. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans. 2. The Company's Consolidated Financial Statements for the first quarter of 2025 3. Addition to the Internal Control System and Implementation Rules for Internal Audit 4. Approve the endorsement guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) to apply for a new financing facility from Chailease International Financial Services (Singapore) Pte. Ltd.
	<ol style="list-style-type: none"> 1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None 2. Resolution: All attending members unanimously approved as proposed. 3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.
2025/07/22 The 4th Meeting of the 7th Board of Directors	<ol style="list-style-type: none"> 1. The case of the accounting supervisor and chief accountant of the Company
	<ol style="list-style-type: none"> 1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None 2. Resolution: All attending members unanimously approved as proposed. 3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.
2025/08/12 The 8th Meeting of the 4th Board of Directors	<ol style="list-style-type: none"> 1. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans. 2. The Company's Consolidated Financial Statements for the second quarter of 2025 3. Appointment of the Corporate Governance Officer of the Company. 4. The Company's 5-Year Sustainability Development Integration Strategy
	<ol style="list-style-type: none"> 1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None 2. Resolution: All attending members unanimously approved as proposed. 3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.

Meeting Date	Matters to Acknowledge
<p>2025/11/04 The 9th Meeting of the 4th Board of Directors</p>	<ol style="list-style-type: none"> 1. Appointment of the Company's Group General Manager 2. The case of the appointment of the Company's Quality Assurance Director 3. The Company's assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans 4. The Company's Consolidated Financial Statements for the third quarter of 2025 5. Amendments to the Sustainable Development Practice Guidelines. 6. The Company's Internal Audit Plan for 2026 7. The Company's Budget Plan for 2026 8. Fund Lending to GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (the Company's 100% Reinvested Subsidiary) 9. Approval of endorsement and guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) to apply for new financing facilities from Cathay United Bank Co., Ltd. <hr/> <ol style="list-style-type: none"> 1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None 2. Resolution: All attending members unanimously approved as proposed. 3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.
<p>2026/03/12 The 10th Meeting of the 4th Board of Directors</p>	<ol style="list-style-type: none"> 1. Appointment of the Company's Chief Technology Officer 2. The case of the Company's assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans 3. The Company's 2025 Business Report and Financial Statements 4. The Company's 2025 Internal Control Self-Assessment Statement 5. In accordance with the Company's Corporate Governance Best Practice Principles, evaluate the independence and competency of the Company's appointed accountant, as well as the audit fees for the certifying accountant for the current year. 6. The Company's 2025 Profit Distribution and Loss Compensation 7. Directors and officers liability insurance 8. Amendment to Certain Provisions of the Company's Articles of Incorporation 9. The case of amending certain provisions of the Company's corporate governance related regulations and rules 10. Amendment and Revision of Internal Control System and Internal Audit Implementation Rules 11. Providing Funds to GWC Technology Inc. (a 100% reinvested subsidiary of the Company)

Meeting Date	Matters to Acknowledge
	<p>12. Approval of endorsement and guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) to apply for new financing facilities from Cathay United Bank Co., Ltd.</p> <p>1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None</p> <p>2. Resolution: All attending members unanimously approved as proposed.</p> <p>3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.</p>
<p>2026/03/25 The 11th Meeting of the 4th Board of Directors</p>	<p>1. Appointment of the Company's Accounting Officer, Corporate Governance Officer, and Acting Spokesperson.</p> <p>2. Appointment of the Company's Spokesperson</p> <p>3. Amendments to certain provisions of the Rules of Procedure for Shareholders' Meetings and the Rules for Election of Directors.</p> <p>1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None</p> <p>2. Resolution: All attending members unanimously approved as proposed.</p> <p>3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.</p>
<p>2026/05/07 The 12th Meeting of the 4th Board of Directors</p>	<p>1. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans.</p> <p>2. The Company's Consolidated Financial Statements for the first quarter of 2026.</p> <p>3. Cancellation of fund lending to GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company).</p> <p>1. Cases not approved by the Audit Committee but approved by more than two-thirds of all directors: None</p> <p>2. Resolution: All attending members unanimously approved as proposed.</p> <p>3. Follow-up actions: Submit to the Board of Directors for approval by all attending directors.</p>

3. The implementation status of independent directors' avoidance of interested party's agenda should state the names of independent directors, the content of the agenda, the reasons for avoidance of interest, and their voting participation: None.

4. Communication between independent directors, internal audit officers, and CPAs (including major matters, methods, and results related to communication about the Company's financial and business conditions):
- (1) The audit unit submits the audit report to the independent directors in the month following the completion of the audit project, and the independent directors have no objections.
 - (2) The Company's chief audit officers attend the meetings of the Audit Committee and the Board of Directors to present quarterly audit reports. They have sufficient communication with the directors (including independent directors) regarding the execution and effectiveness of the audit operations.
 - (3) In accordance with Statement of Auditing Standards No. 39 "Communication with Those Charged with Governance" issued by the Accounting Research and Development Foundation of the Republic of China, and taking into consideration the significant matters identified during the review process, the accountant communicates with the Audit Committee after the completion of the review.

(4) The communication records is as follows:

Summary of communication between independent directors and CPAs			
Date	Attendees	Communication Matters	Communication Results
2025/03/25	Independent Director: Wu, Li-Lan Independent Director: Lai, Yung-Cheng Independent Director: Chen, Chien-Yuan Independent Director: Chen, Te-Kai PwC Taiwan CPA Yu, Chih-Fan Senior Assistant Vice President Shen, Yi-Feng	Conduct presentations and explanations of the second quarter 2024 financial report. Communicate with the governing body. Key Audit Matters. The CPA discusses and communicates with attendees on the questions they have consulted.	No comments at this meeting.
2025/08/12	Independent Director: Wu, Li-Lan Independent Director: Lai, Yung-Cheng Independent Director: Chen, Chien-Yuan Independent Director: Chen, Te-Kai Senior Assistant Vice President Huang, Shih-Chun Senior Assistant Vice President Shen, Yi-Feng	Conduct presentations and explanations of the second quarter 2025 financial report. Communicate with the governing body. The CPA discusses and communicates with attendees on the questions they have consulted.	No comments at this meeting.
2026/03/12	Independent Director: Wu, Li-Lan Independent Director: Lai, Yung-Cheng Independent Director: Chen, Chien-Yuan Independent Director: Chen, Te-Kai PwC Taiwan CPA Yu, Chih-Fan Senior Assistant Vice President Shen, Yi-Feng	Conduct presentations and explanations of the second quarter 2026 financial report. Communicate with the governing body. Key Audit Matters. The CPA discusses and communicates with attendees on the questions they have consulted.	No comments at this meeting.

Summary of communication between independent directors and chief auditor			
Date	Attendees	Communication Matters	Communication Results
2025/03/25	Independent Director: Wu, Li-Lan Independent Director: Lai, Yung-Cheng Independent Director: Chen, Chien-Yuan Independent Director: Chen, Te-Kai Audit Manager: Lai, Ju-Fen	Recent Regulatory Announcements & Sharing from Competent Authorities Matters Reviewed During the Period Other Matters for Discussion	No comments at this meeting.
2025/05/06	Independent Director: Wu, Li-Lan Independent Director: Lai, Yung-Cheng Independent Director: Chen, Chien-Yuan Independent Director: Chen, Te-Kai Audit Manager: Lai, Ju-Fen	Recent Regulatory Announcements & Sharing from Competent Authorities Matters Reviewed During the Period Other Matters for Discussion	No comments at this meeting.
2025/08/12	Independent Director: Wu, Li-Lan Independent Director: Lai, Yung-Cheng Independent Director: Chen, Chien-Yuan Independent Director: Chen, Te-Kai Audit Manager: Lai, Ju-Fen	Recent Regulatory Announcements & Sharing from Competent Authorities Matters Reviewed During the Period Other Matters for Discussion	No comments at this meeting.
2025/11/04	Independent Director: Wu, Li-Lan Independent Director: Lai, Yung-Cheng Independent Director: Chen, Chien-Yuan Auditor Chiu Fu-Chun	Recent Regulatory Announcements & Sharing from Competent Authorities Matters Reviewed During the Period Other Matters for Discussion	No comments at this meeting.
2026/03/12	Independent Director: Wu, Li-Lan Independent Director: Lai, Yung-Cheng Independent Director: Chen, Chien-Yuan Independent Director: Chen, Te-Kai Audit Manager: Lien, Ching-Yi	Recent Regulatory Announcements & Sharing from Competent Authorities Matters Reviewed During the Period Other Matters for Discussion	No comments at this meeting.
2026/05/07	Independent Director: Wu, Li-Lan Independent Director: Lai, Yung-Cheng Independent Director: Chen, Chien-Yuan Independent Director: Chen, Te-Kai Audit Manager: Lien, Ching-Yi	Recent Regulatory Announcements & Sharing from Competent Authorities Matters Reviewed During the Period Other Matters for Discussion	No comments at this meeting.

(3) The Company's governance operations and the differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, along with the reasons:

Assessment Items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
1. Has the Company established and disclosed its corporate governance principles based on the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has established its Corporate Governance Best-Practice Principles in accordance with the 'Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies' and disclosed them on the Company's website.	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.
2. The Company's shareholding structure and shareholders' equity				
(1) Has the Company established internal operating procedures to handle shareholder suggestions, concerns, disputes, and legal matters, and implemented them accordingly?			(1) The Company has designated a spokesperson to handle shareholders' suggestions, disputes, inquiries, and litigation matters in accordance with the Corporate Governance Best Practice Principles, and to coordinate with relevant units for execution.	
(2) Does the Company maintain a list of major shareholders who have actual control over the Company and the ultimate controllers of these major shareholders?	V		(2) The Company has identified the major shareholders who exercise actual control over the Company.	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.
(3) Has the Company established and implemented risk management and firewall mechanisms between itself and its affiliated companies?			(3) The Company has established financial and operational procedures for group enterprises, specific companies, and related parties, as well as procedures for the acquisition or disposal of assets, subsidiary supervision and control procedures, and enterprise risk management policies and procedures to regulate transactions between related enterprises and implement risk control.	
(4) Has the Company established internal regulations prohibiting insiders from using			(4) The Company has established procedures to prevent insider trading and regularly educates	

Assessment Items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
undisclosed market information to trade securities?			insiders on their obligations to avoid any profit-seeking behavior due to information asymmetry.	
<p>3. Composition and Responsibilities of the Board of Directors</p> <p>(1) Has the Board of Directors formulated a diversity policy and specific management objectives and implemented them accordingly?</p>	V		<p>(1) According to the Company's Corporate Governance Best Practice Principles, Chapter 3 on Enhancing the Functions of the Board of Directors mentions the diversity policy related to the composition of the Board members. Additionally, the Director Election Regulations stipulate the adoption of a comprehensive candidate nomination system, accepting the nomination of director candidates from shareholders holding more than 1% of the shares, to ensure shareholder rights while considering the diversity and independence of directors.</p> <p>The Company's board of directors consists of 40% female members (4 directors) and 60% male members (6 directors), maintaining a balanced ratio. Board members have diverse academic and professional backgrounds, including different expertise such as serving as directors of listed companies, corporate finance managers, and consultants for the Council of Labor Affairs (please refer to the director information table on page 3). This diversity helps in supervising the company's operations and protecting shareholders' interests. Furthermore, the company has established guidelines for continuing education of directors, and through electronic, diversified, humanized, and flexible course designs, directors are encouraged</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.

Assessment Items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
<p>(2) Has the Company voluntarily established other functional committees in addition to the Remuneration and the Audit Committees established in accordance with the law?</p> <p>(3) Has the Company formulated board performance evaluation regulations and evaluation methods, conducted performance evaluations annually and regularly, reported the results of performance evaluations to the Board of Directors, and adopted such results as a reference for deciding the remuneration of and nominating candidates for individual directors?</p> <p>(4) Does the Company regularly assess the independence of the CPAs?</p>			<p>to engage in substantive learning and development. The implementation of diversity among individual directors on the Board is shown in the attached table.</p> <p>(2) The Company has established a Remuneration Committee and voluntarily set up an Audit Committee. There are currently no arrangements for other functional committees.</p> <p>(3) The Company has established a Board Performance Evaluation Measures and evaluation methods, conducting annual performance evaluations (evaluation results can be found on the Company's website). Additionally, according to the latest "Self-Evaluation or Peer Evaluation of the Board of Directors for Companies Limited by Shares," the Company passed an amendment to the Board Performance Evaluation Measures on August 12, 2020, to comply with the latest regulations.</p> <p>(4) The Audit Committee regularly evaluates the independence of the certified public accountants annually and reports the evaluation results to the Board of Directors to ensure that the appointed accounting firm and its alliance firms (if applicable) are not aware of any commercial relationships or other matters between them and the Company that could reasonably be considered to affect their independence. The accounting firm and its other members and alliance firm members have also complied with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China No. 10 in</p>	

Assessment Items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
			maintaining independence from the Company.	
4. Has the Company has appointed an appropriate number of competent corporate governance personnel and designated a corporate governance officer to be responsible for corporate governance affairs (including but not limited to providing directors and supervisors with the materials required for performance of their duties, assisting directors and supervisors with compliance, handling matters related to board meetings and the shareholders' meetings, and preparing minutes of board meetings and shareholders' meetings)?	V		The Company has established a dedicated unit, a corporate governance officer, and coordinators responsible for matters related to corporate governance.	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.
5. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, clients, and suppliers) and set up a section dedicated to stakeholders on the Company's website to properly respond to stakeholders' major CSR issues of concern?	V		(1) The Company has conducted interviews and electronic surveys with the identified 7 major stakeholder groups annually in accordance with the GRI standards' requirements on material sustainability issues to understand the concerns and expectations of different stakeholders on GOOD WAY's material sustainability issues. The responses and corresponding actions to these material issue expectations have been disclosed in the Company's annual CSR report and explained to the Board of Directors and stakeholders. (2) Starting from 2024, the Company will set up an electronic questionnaire on material sustainability issues on the updated official website to continue interacting with stakeholders who	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.

Assessment Items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
			are concerned about GOOD WAY's ESG and collect their opinions.	
6. Does the Company appoint a professional stock affairs agency to handle the affairs related to shareholders' meetings?	V		The Company have appointed Register & Transfer Agency, SinoPac Securities Corporation, to handle the affairs related to shareholders' meetings.	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.
7. Information Disclosure (1) Has the Company set up a website to disclose information on financial business and corporate governance? (2) Does the Company adopt other methods to disclose information (such as setting up an English website, designating personnel to collect and disclose company information, implementing a spokesperson system, or placing the proceeding of investor conferences on the Company website)? (3) Does the Company announce and file annual financial reports within two months after the end of the fiscal year, and announce and file the first, second, and third quarter financial reports and monthly operating results before the required deadlines?	V V	V	(1) The Company has disclosed investor-related information, including financial information and corporate governance information, on the company website. (2) The Company has established an English website to keep up with the trend of internationalization and has placed the proceedings of the institutional investor conferences on the company website.	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.
8. Does the Company have other important information that facilitates the understanding of the operations of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations,	V		The Company firmly believes that a sound board structure and operation, information transparency, safeguarding shareholders' rights and interests, and equal treatment of shareholders are the foundations of corporate governance. (1) In 2025, the Company has arranged for directors to attend continuing	No significant differences, will continue to cooperate with relevant laws and regulations for future

Assessment Items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
stakeholders' rights, directors' and supervisors' continuing education, the implementation of risk management policies and risk measurement standards, the implementation of client policies, and the Company's purchase of directors and supervisors liability insurance)?			<p>education courses. The relevant directors' training information is provided in the attached Table 2 below.</p> <p>(2) Every year, the Company purchases liability insurance for its directors and managers. The important details of the liability insurance, such as the insured amount, coverage scope, and insurance premiums, will be reported to the upcoming board meeting.</p> <p>(3) Risk management policies and implementation of risk measurement: All major operational policies, investment projects, endorsements and guarantees, lending of funds, bank financing, and other significant proposals of the Company are evaluated and analyzed by the appropriate authority and implemented in accordance with the Board of Directors' resolutions. The Audit Department also formulates its annual audit plan based on the risk assessment results and effectively implements the supervisory mechanism and control of various risk management implementations.</p> <p>(4) The Company has dedicated email inboxes for investors/shareholders/government/media/local communities/others, customers, suppliers, and employees to actively address complaints and safeguard the rights and interests of all parties.</p> <p>(5) Please refer to the Corporate Governance section on the Company's website: http://www.goodway.com.tw http://www.goodway.com.tw</p>	deliberations.
9. Please specify any improvements made as per the results of the corporate governance evaluation announced by the Corporate Governance Center, Taiwan Stock Exchange Corporation, in the most				

Assessment Items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
recent year and put forth prioritized measures to improve those that have not yet improved. (Not applicable for companies not included in the evaluation)				
Number	Question			Description of Improvement Status
4.8	Has the Company established a policy to appropriately reflect operating performance or results in employee compensation, and disclosed this on the company website or in the annual report?			The Company will improve this year.
4.10	Does the Company's website and annual report disclose personal safety protection measures for employees and workplace environment protection measures along with their implementation status?			The Company will improve this year.
4.23	Has the Company disclosed a policy linking senior managerial officers' compensation to ESG-related performance evaluations?			The Company will improve this year.
4.29	Has the Company introduced internal carbon pricing to estimate the impact of climate change on the Company's financial operations?			The Company will improve this year.
4.31	Does the Company conduct regular employee satisfaction surveys and disclose their implementation and improvement plans?			The Company will improve this year.
4.32	Has the Company established a personal data protection policy and disclosed its content and implementation?			The Company will improve this year.
4.33	Has the Company formulated relevant policies and complaint procedures for protecting consumer or client rights regarding customer health and safety, marketing, or labeling issues related to its products and services?			The Company will improve this year.
Comprehensive Evaluation Result: In the 12th Corporate Governance Evaluation, the Company ranked in the top 36% to 50% of all listed companies, with satisfactory performance. The Company will gradually implement improvement measures according to the materiality of the evaluation recommendations to enhance corporate governance and protect shareholders' rights.				

Table 1: Implementation of Board Member Diversity by Individual Directors

Title	Name	Concurrent Employee of the Company	Gender	Age	Nationality	Term of Independent Director	Multicore Elements								
							Professional Background	Operational Judgment	Accounting and Finance	Business and Economics	Crisis Management	Industry Experience	International Market Perspective	Leadership Skills	Decision-Making Skills
Director	Tsao, Tse-Cheng	✓	Male	71-80	Republic of China		Management	✓	✓	✓	✓	✓	✓	✓	
Director	Hsia, Hsueh-Li	✓	Female	61-70	Republic of China		Business Studies	✓	✓			✓		✓	
Director	Hsu, Tzu-Fu		Male	71-80	Republic of China		Marine				✓	✓	✓	✓	
Director	Chen, Chin-Yin		Male	61-70	Republic of China		Management	✓	✓			✓	✓		
Director	Li, Shu-Hua		Female	61-70	Republic of China		Business Administration	✓	✓	✓	✓		✓	✓	
Director	Hsu, Li-Hsiang		Female	61-70	Republic of China		Management		✓		✓		✓		
Independent Director	Chen, Te-Kai		Male	60-70	Republic of China		Management	✓	✓	✓	✓		✓	✓	
Independent Director	Wu, Li-Lan		Female	51-60	Republic of China		Management	✓	✓	✓	✓		✓	✓	
Independent Director	Lai, Yung-Cheng		Male	61-70	Republic of China		Management	✓	✓	✓	✓	✓	✓	✓	
Independent Director	Chen, Chien-Yuan		Male	61-70	Republic of China		Management	✓	✓	✓	✓		✓	✓	

Table 2: Training Status of the Company's Directors and Independent Directors in 2025

Title	Name	Date of Training	Organizer	Course Name	Training Hours	Total Training Hours
Director	Tsao, Tse-Cheng	2025/08/14	Securities and Futures Institute	AI Development and Cybersecurity Risks	3	9.0
		2025/10/16	Financial Supervisory Commission	15th Taipei Corporate Governance Forum	6	
Director	Hsu, Tzu-Fu	2025/05/22	Securities and Futures Institute	Dual-Axis Transformation for Strengthening Organizational Resilience – AI Governance and Sustainability Governance	3	6.0
		2025/05/23	Securities and Futures Institute	Practical Cases of Insider Trading and Related Legal Liabilities	3	
Director	Hsia, Hsueh-Li	2025/05/22	Securities and Futures Institute	Dual-Axis Transformation for Strengthening Organizational Resilience – AI Governance and Sustainability Governance	3	6.0
		2025/06/19	Securities and Futures Institute	Trump 2.0: Corporate Response Strategies for Global Tax Reform and Supply Chain Restructuring	3	
Director	Hsu, Li-Hsiang	2025/05/22	Securities and Futures Institute	Dual-Axis Transformation for Strengthening Organizational Resilience – AI Governance and Sustainability Governance	3	6.0
		2025/06/19	Securities and Futures Institute	Trump 2.0: Corporate Response Strategies for Global Tax Reform and Supply Chain Restructuring	3	
Director	Li, Shu-Hua	2025/06/19	Securities and Futures Institute	Space Technology Explosion: B5G and 6G Low Earth Orbit Satellite Technologies and Development Trends	3	6.0
		2025/06/19	Securities and Futures Institute	Trump 2.0: Corporate Response Strategies for Global Tax Reform and Supply Chain Restructuring	3	
Director	Chen, Chin-Yin	2025/05/15	Securities and Futures Institute	Silicon Photonics-Defined Networks: Development Trends of Silicon Photonics (SiPh) and Co-Packaged Optics (CPO)	3	6.0
		2025/11/20	Securities and Futures Institute	Director, Supervisor, and Corporate Governance Officer Series Courses – Outlook on Global and Taiwan Economic Trends for 2026	3	
Independent Director	Wu, Li-Lan	2025/06/24	Taiwan Corporate Governance Association	Corporate Governance Officer and Meeting Management	3	6.0
		2025/10/17	Securities and Futures Institute	Analysis of Fraud Techniques and Introduction to Money Laundering-Related Laws and Case Studies	3	
Independent Director	Chen, Chien-Yuan	2025/04/01	National Federation of Certified Public Accountant Associations	International Development Trends in Carbon Credit Trading	3	6.0
		2025/07/31	National Federation of Certified Public Accountant Associations	Succession Strategies for Accounting Firms	3	
Independent Director	Lai, Yung-Cheng	2025/05/15	Securities and Futures Institute	Silicon Photonics-Defined Networks: Development Trends of Silicon Photonics (SiPh) and Co-Packaged Optics (CPO)	3	6.0
		2025/06/13	Taiwan Corporate Governance Association	Trump 2.0: Corporate Response Strategies for Global Tax Reform and Supply Chain Restructuring	3	
Independent Director	Chen, Te-Kai	2025/05/02	Securities and Futures Institute	How Enterprises Conduct TNFD and Biodiversity-Related Nature Financial Disclosures	3	6.0
		2025/06/12	Securities and Futures Institute	Taiwan Industry's Transformation Opportunities and Challenges under Geopolitical Tensions – Exclusive Analysis of PMI/NMI	3	

(4) For companies that have established a compensation committee, they should disclose its composition, responsibilities, and operations:

1. Professional knowledge and independence of the remuneration committee members

Information regarding members of the Remuneration Committee

March 31, 2025

Criteria		Professional qualifications and experience	Circumstances of independence	Number of other public companies where the individual serves as a member of the remuneration committee concurrently
Identity Category	Name			
Independent Director	Chen, Te-Kai	<p>1. Please refer to the relevant information on the directors, supervisors, president, vice presidents, assistant vice presidents, managers of each department and branch office for their main academic and career backgrounds.</p> <p>2. Mr. Chen, Te-Kai currently serves as the Vice President and Acting Spokesperson of MERCURIES & ASSOCIATES HOLDING, LTD. With his expertise in finance and industry, he is able to provide objective advice and professional judgments regarding risk management, corporate operations, and corporate governance, which is beneficial to the Company's operational management effectiveness.</p>	<p>The company obtains a written statement from independent directors upon their appointment, confirming their independence and that of their direct relatives from the company. They do not hold any shares in the company, nor do they have financial or business dealings with the company or its affiliated enterprises. Their independence complies with the Regulations Governing the Appointment and Exercise of Powers by Independent Directors of Public Companies.</p>	None
Independent Director	Wu, Li-Lan	<p>1. Please refer to the relevant information on the directors, supervisors, president, vice presidents, assistant vice presidents, managers of each department and branch office for their main academic and career backgrounds.</p> <p>2. Ms. Wu, Li-Lan currently serves as the General Manager of ZHI-HUI Enterprise Management Consulting Co., Ltd. and Vice President of Taiwan International Sustainable Development Management Association. With expertise in finance, management, and sustainability, she can provide objective recommendations and professional judgments in risk</p>	<p>The company obtains a written statement from independent directors upon their appointment, confirming their independence and that of their direct relatives from the company. They do not hold any shares in the company, nor do they have financial or business dealings with the company or its affiliated enterprises. Their independence complies with the Regulations Governing the Appointment and Exercise of Powers by Independent Directors of</p>	None

Identity Category	Criteria	Professional qualifications and experience	Circumstances of independence	Number of other public companies where the individual serves as a member of the remuneration committee concurrently
	Name			
		management, business operations, and corporate governance, which will benefit the effectiveness of the company's operational management.	Public Companies.	
Independent Director	Lai, Yung-Cheng	<p>1. Please refer to the relevant information on the directors, supervisors, president, vice presidents, assistant vice presidents, managers of each department and branch office for their main academic and career backgrounds.</p> <p>2. Mr. Lai, Yung-Cheng currently serves as a Senior Business Consultant and Trainer at BRIGHTV CONSULTING. With expertise in finance and industry, he can provide objective recommendations and professional judgments in risk management, business operations, and corporate governance, which will benefit the effectiveness of the company's operational management.</p>	The company obtains a written statement from independent directors upon their appointment, confirming their independence and that of their direct relatives from the company. They do not hold any shares in the company, nor do they have financial or business dealings with the company or its affiliated enterprises. Their independence complies with the Regulations Governing the Appointment and Exercise of Powers by Independent Directors of Public Companies.	None
Independent Director	Chen, Chien-Yuan	<p>1. Please refer to the relevant information on the directors, supervisors, president, vice presidents, assistant vice presidents, managers of each department and branch office for their main academic and career backgrounds.</p> <p>2. Mr. Chen, Chien-Yuan currently serves as the Managing Partner of MGI Excellence & Co., CPAs. With expertise in accounting, he can provide objective recommendations and professional judgments in business operations and corporate governance, which will benefit the effectiveness of the company's operational management.</p>	The company obtains a written statement from independent directors upon their appointment, confirming their independence and that of their direct relatives from the company. They do not hold any shares in the company, nor do they have financial or business dealings with the company or its affiliated enterprises. Their independence complies with the Regulations Governing the Appointment and Exercise of Powers by Independent Directors of Public Companies.	None

2. Responsibilities of the Remuneration Committee

The Remuneration Committee of the Company shall exercise the following powers with the due care of a good administrator and in good faith, and submit its recommendations to the Board of Directors for discussion. Key Responsibilities:

- (1) Regularly review these regulations and propose amendments.
- (2) Establish and periodically review the Company's management policies and implementation for the remuneration of directors and managers.

3. Operational status of the Remuneration Committee:

- (1) The Company has legally established a Remuneration Committee on 2011/10/26, and established the 6th Remuneration Committee on 2024/07/18.
- (2) There are four members in the Remuneration Committee.
- (3) The term of office of the current members: July 3, 2024 to June 26, 2027. The Remuneration Committee met 3 times in the most recent year, and the qualifications and attendance of the members are as follows:

Title	Name	Attended in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Independent Director	Chen, Te-Kai	2	0	66.67	None
Independent Director	Wu, Li-Lan	3	0	100.00	None
Independent Director	Lai, Yung-Cheng	3	0	100.00	None
Independent Director	Chen, Chien-Yuan	3	0	100.00	None

4. Other mentionable information:

(1) The recent discussion items and resolution results of the Compensation Committee, and the Company's handling of members' opinions are as follows:

Meeting Date	Matters to Acknowledge
2025/04/02 The 3rd Meeting of the 6th Board of Directors	1. The case of remuneration for newly appointed key operational executives of the Company
	1. Resolution: All attending members unanimously approved as proposed.
	2. Follow-up actions: To be submitted to the Board of Directors for resolution and reported to the Shareholders' Meeting. 3. The Company's Response to Members' Opinions: None.
2025/07/22 The 4th Meeting of the 6th Board of Directors	1. Salary adjustment case for the Company's Managerial Officers in 2025
	1. Resolution: All attending members unanimously approved as proposed.
	2. Follow-up actions: Submit to the Board of Directors for approval by all attending directors. 3. The Company's Response to Members' Opinions: None.
2025/11/04 The 5th Meeting of the 6th Board of Directors	1. The Company's 2025 Year-end Employee Bonus
	1. Resolution: All attending members unanimously approved as proposed.
	2. Follow-up actions: Submit to the Board of Directors for approval by all attending directors. 3. The Company's Response to Members' Opinions: None.
2026/03/12 The 6th Meeting of the 6th Board of Directors	1. Compensation Matter for the Company's Newly Appointed Chief Internal Auditor
	1. Resolution: All attending members unanimously approved as proposed.
	2. Follow-up actions: Submit to the Board of Directors for approval by all attending directors. 3. The Company's Response to Members' Opinions: None.
	1.
	1.

(2) If the Board of Directors refuses to adopt or amend a recommendation of the Remuneration Committee, the date of the meeting, session, the content of the motion, resolution of the Board of Directors, and the Company's response to the Remuneration Committee's opinion (e.g., if the remuneration passed by the Board of Directors exceeds the recommendation of the Remuneration Committee, the circumstances and reason for the difference) shall be specified: No such situation.

(3) For resolutions of the Remuneration Committee, if any member has objections or reservations and there is a record or written statement, the date of the Remuneration Committee meeting, session, proposal content, opinions of all members, and how those opinions were handled should be specified: None.

- (5) The implementation of sustainable development and the differences and reasons from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies:

Good Way follows the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and has established a cross-departmental Sustainability Development Committee under the authorization of the Board of Directors to ensure that the company's core product strategy and operational development direction incorporate corporate governance compliance, fulfillment of corporate social responsibility commitments, and pursuit of environmental sustainability. The Sustainability Development Committee consists of various functional committee members, with company senior executives serving as members. According to different job responsibilities and authorities, they are responsible for promoting and implementing the company's sustainability development strategic goals, integrating them into daily operations, and regularly reporting implementation progress to the Board of Directors. For Good Way's sustainable development concrete measures and implementation status, please refer to the company's website Corporate Sustainability section (<http://www.goodway.com.tw>)

1. Implementation status of promotion items and explanation of differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies:

Promotion Items	Implementation Status			Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
1. Has the company established a governance structure to promote sustainable development, set up a dedicated (or part-time) unit to promote sustainable development, authorized senior management to handle it under the Board of Directors' authorization, and	√		<p>(1) The Company has formulated the Good Way Sustainable Development Practice Guidelines in accordance with the Sustainable Development Practice Guidelines for TWSE/TPEX Listed Companies and disclosed it on the company's website.</p> <p>(2)</p> <p>1. The Company has established a cross-functional Sustainability Development Committee under the authorization of the Board of Directors, with the Chairperson serving as the committee head. All functional committee members under the Sustainability Development Committee are</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.

Promotion Items	Implementation Status			Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
how does the Board supervise this?			<p>senior executives of the company, responsible for promoting and implementing the company's various strategic goals for sustainable development.</p> <p>2. In 2023, the Company established an ESG Project Division, with a Senior Director dedicated to formulating sustainable development policies, establishing sustainable development goals, and working with various units to implement sustainable development action plans. Progress reports are submitted to the Board of Directors on a quarterly basis.</p> <p>3. Date(s) of reporting to the Board of Directors: Reports were made on May 6, August 12, and November 4, 2025.</p>	
2. Does the Company conduct risk assessments on environmental, social, and corporate governance issues related to its operations based on the principle of materiality, and formulate relevant risk management policies or strategies?	√		<p>(1) According to GRI Universal Standards 2021's GRI 3: Material Topics 2021, Good Way follows an impact-based materiality analysis process and adopts the double-materiality concept proposed by the European Financial Reporting Advisory Group (EFRAG) to conduct double materiality analysis, in order to identify Good Way's material topics and determine the boundaries and scope of sustainability information disclosure.</p> <p>(2) The Company follows a materiality assessment process, engaging with stakeholders to identify significant sustainability issues and evaluate the impact of Good Way's management of various sustainability issues on internal operations, as well as their significance on external economic, environmental, and human (human rights) impacts. Additionally, following guidelines, we prioritize and establish risk management policies and strategies for material</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.

Promotion Items	Implementation Status			Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			topics. For specific implementation details, please refer to the Corporate Sustainability section on our official website and the annual Sustainability Report.	
<p>3. Environmental Issues</p> <p>(1) Has the Company established an appropriate environmental management system based on its industry characteristics?</p>	V		<p>1.1 All of the Company's manufacturing sites have obtained ISO 14001 Environmental Management System certification and continuously ensure the validity of the certificates.</p> <p>1.2 The Company has referred to the Sustainability Accounting Standards Board (SASB) and the Financial Supervisory Commission's industry classification to identify the environmental sustainability management indicators that our industry category should establish and publicly disclose.</p> <p>1.3 The Company's factories located in Taiwan and mainland China comply with the relevant environmental protection regulations in their respective regions. There were no environmental protection penalties in 2025.</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.
<p>(2) Is the Company committed to improving energy efficiency and adopting recycled materials with low environmental impact?</p>	V		<p>2.1 All of the Company's manufacturing sites comply with local environmental regulations and are committed to implementing various energy-saving measures to improve energy efficiency and reduce costs.</p> <p>2.2 All of the Company's manufacturing sites have obtained ISO 50001 Energy Management System certification, establishing a systematic energy efficiency management system. The Kunshan plant has implemented a smart energy and consumption monitoring platform to improve energy management efficiency.</p> <p>2.3 The Company continues to collaborate with international customers to ensure that 100% of raw materials used in products comply with GP requirements, disclose safety information for</p>	

Promotion Items	Implementation Status			Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			chemicals used in the production process, and establish a restricted substance list to complete the substitution of green chemicals. At the same time, the Company is increasing the proportion of recycled/recyclable materials (PCR) used in products, reducing plastic in packaging, and other measures to minimize the potential environmental impact throughout the product lifecycle.	
(3) Has the Company evaluated the potential risks and opportunities of climate change for the Company's present and future operations, and taken relevant countermeasures?	√		<p>3.1 Good Way incorporates its existing governance structure and follows the TCFD framework and relevant disclosures covered in the CDP's climate change questionnaire to identify and assess the potential significant physical and transition risks, opportunities, and financial impacts of climate change on the Company. Based on this, Good Way formulates corresponding strategies and targets, and continuously tracks and manages them.</p> <p>3.2 To mitigate the potential impacts of extreme climate events, each of the Company's manufacturing sites has established environmental sustainability indicators, formulated specific short, medium, and long-term reduction targets, and implemented the PDCA cycle. For specific actions, please refer to the Corporate Sustainability section on our official website and our annual Sustainability Report.</p>	
(4) Has the Company calculated greenhouse gas emissions, water consumption, and the total weight of waste in the last two years, and established policies on energy	√		4.1 To commit to achieving environmental sustainability goals, the Company continues to implement carbon reduction, energy conservation, water resource and waste management measures in accordance with its established environmental policy to reduce environmental impacts during operations. The disclosed data covers	

Promotion Items	Implementation Status			Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies														
	Yes	No	Summary Description															
conservation and carbon reduction, greenhouse gas reduction, water reduction, or waste management?			<p>the Company's main operating sites in 2023-2025.</p> <p>4.2 Greenhouse Gas Emissions Management: The Company follows the ISO 14064-1 standard to inventory direct and energy indirect greenhouse gas emissions from its main operational sites. The greenhouse gas emission data for 2023-2025 (with 2025 data expected to be verified by a third party in April 2026) is shown in the table below:</p> <table border="1"> <thead> <tr> <th rowspan="2">Year</th> <th colspan="2">Greenhouse Gas Emissions (tCO₂e)</th> </tr> <tr> <th>Scope 1</th> <th>Scope 2</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>124.2023</td> <td>1490.3617</td> </tr> <tr> <td>2024</td> <td>229.2130</td> <td>1550.4991</td> </tr> <tr> <td>2025*</td> <td>209.8288</td> <td>2318.7751</td> </tr> </tbody> </table> <p>Note: The Vietnam plant will be included in the operational scope in Q2 2025, and greenhouse gas emissions will be incorporated into the total inventory statistics based on actual survey data.</p> <p>Partial production lines at the Taipei plant were relocated to the Vietnam plant in Q2 2025, resulting in a reduction in greenhouse gas emissions.</p> <p>To continuously promote the reduction of greenhouse gas emissions, the primary source of greenhouse gas emissions identified through the inventory process is electricity usage. Therefore, the Company has adopted improving energy use efficiency as its primary reduction measure, and has set a target of achieving a 3% annual reduction in greenhouse gas emissions and energy consumption at each plant. In addition to greenhouse gas and electricity reduction targets, Good Way annually discloses water consumption and total waste volume, while also setting an annual reduction target of 2%. For specific actions, please refer to the Corporate Sustainability section on our official website and our annual Sustainability Report.</p>	Year	Greenhouse Gas Emissions (tCO ₂ e)		Scope 1	Scope 2	2023	124.2023	1490.3617	2024	229.2130	1550.4991	2025*	209.8288	2318.7751	
Year	Greenhouse Gas Emissions (tCO ₂ e)																	
	Scope 1	Scope 2																
2023	124.2023	1490.3617																
2024	229.2130	1550.4991																
2025*	209.8288	2318.7751																
4. Social Issues (1) Does the Company	V		(1) To fulfill corporate social responsibility and implement human rights protection,	No significant differences, will														

Promotion Items	Implementation Status			Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
formulate relevant management policies and procedures in accordance with applicable laws and the International Bill of Human Rights?			<p>the Company refers to the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and other internationally recognized human rights declarations to formulate this human rights policy. The purpose is to prevent any infringement or violation of human rights, and to ensure that the Company's current employees receive reasonable and dignified treatment. The main implementation guidelines are as follows:</p> <ol style="list-style-type: none"> 1.1 Comply with relevant regulations to provide a safe and healthy workplace. 1.2 Strive to maintain a workplace free from violence, harassment, and intimidation, while respecting employees' privacy and dignity. 1.3 The employment of child labor under the age of 16 is prohibited, and any actions that may lead to the employment of child labor are not permitted. 1.4 Sign written labor contracts in accordance with the law, with the contracts clearly stating that the employment relationship is established based on mutual agreement between both parties. Forced labor is prohibited, and we oppose slavery and human trafficking. 1.5 Eliminate unlawful discrimination and ensure equal employment and promotion opportunities in the workplace. 1.6 Establish open communication channels and regularly hold labor-management meetings to ensure the rights and interests of both employers and employees. <p>This labor rights policy has been published on the company's official website (https://www.goodway.com.tw/tw/esg/page/Social_Inclusion/Happiness_in_the_Workplace)</p>	continue to cooperate with relevant laws and regulations for future deliberations.

Promotion Items	Implementation Status		Summary Description	Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
) and in the annual sustainability report	
(2) Has the Company formulated and implemented reasonable employee benefit measures (including remuneration, leave, and other benefits) and reflected business performance or achievements in employee remuneration appropriately?	√		<p>The Company's employee benefits measures and performance compensations follow the relevant regulations of the Labor Standards Act and internal management regulations.</p> <p>2.1. Employee benefit measures, employee training and education, retirement system and its implementation, etc. Since its establishment, the Company has actively promoted harmonious labor-management relations based on the recognition of labor-management co-existence and co-prosperity. It also values employee benefits and health, assisting employees in personal work and life to grow together with the Company.</p> <p>The following employee benefits are currently implemented by the Company:</p> <p>A. Labor and health insurance B. Clubs and health promotion activities C. Educational training subsidies D. Public welfare leave E. Birthday leave</p> <p>2.2. Retirement system and its implementation status</p> <p>The Company's employee retirement system originally followed the regulations of the Labor Standards Act. After the Labor Pension Act was implemented on July 1, 2005, the defined contribution system was adopted.</p> <p>After implementation, employees can choose to apply the retirement pension regulations under the Labor Standards Act or apply the retirement pension system under the Act and retain their years of service before the Act.</p> <p>For employees subjected to the Act, the Company's monthly contribution rate for employee retirement pensions shall not be less than 6% of the employee's monthly salary.</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.

Promotion Items	Implementation Status			Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>2.3 Operating performance or results are appropriately reflected in employee compensation: In accordance with Article 26 of the Company's Articles of Incorporation, after offsetting any accumulated losses from the Company's pre-tax profit for the current year before deducting employee compensation and director compensation distributions, any remaining balance shall be allocated as employee compensation at a rate of no less than five percent. Employee rights and various welfare measures have been published in the corporate sustainability section of the company's official website (https://www.goodway.com.tw/tw/esg/page/Social_Inclusion/Happiness_in_the_Workplace) and in the annual sustainability report</p>	
(3) Does the Company provide employees with a safe and healthy work environment and offer safety and health education to employees regularly?	√		<p>3.1 Good Way adheres to "people-oriented" philosophy and is committed to achieving zero workplace accidents by creating an inherently safe work environment that ensures the health and safety of every employee.</p> <p>3.2 All Good Way plants have passed the Occupational Safety and Health (ISO 45001:2018) management system certification, and continuously maintain the effectiveness of the management system to reduce the company's occupational safety and health management risks.</p> <p>3.3 Since 2017, Good Way has repeatedly received the Badge of Accredited Healthy Workplace issued by the Health Promotion Administration, demonstrating the company's commitment to creating a supportive work environment for health. The company's implementation of healthy workplace concepts and execution</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.

Promotion Items	Implementation Status			Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>results have been consistently recognized.</p> <p>3.4 To deeply embed workplace safety and health culture, the company arranges general occupational safety and health education training courses for new employees every year to establish basic occupational safety concepts; regular on-the-job education training courses are also conducted for existing employees. In addition to training, the company regularly conducts practical drills for different scenarios to continuously promote personnel safety and health protection and operational safety awareness.</p> <p>3.5 The company achieved zero workplace accidents in 2025. For specific implementation measures, please refer to the Corporate Sustainability section of the Company's website and the annual Sustainability Report.</p>	
(4) Has the Company established an effective career development training program for employees?	√		<p>4.1 Good Way upholds a training philosophy of diverse learning to enhance professional skills, internalized organization-wide growth, and performance improvement through knowledge transfer, and has developed a talent development framework based on the four core values of integrity, uprightness, trust, and pragmatism. The Company integrates internal and external resources, subsidizes employees' external learning expenses, and encourages the enhancement of multi-dimensional skills to strengthen job competency and foster mutual growth between employees and the Company.</p> <p>4.2 The 2025 Employee Career Development Training Program has completed a total of 282 courses, with a cumulative training duration of 9,373 hours. For specific content and results, please</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.

Promotion Items	Implementation Status			Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			refer to the corporate sustainability section of the company's official website (https://www.goodway.com.tw/tw/esg/page/Social_Inclusion/Happiness_in_the_Workplace) and the annual sustainability report	
(5) Does the Company comply with applicable laws and international standards regarding issues, such as customer health and safety, customer privacy, as well as marketing and labelling of products and services? Has it formulated relevant policies and complaint procedures to protect consumers' or clients' rights and interests?	√		<p>5.1 The Company prioritizes customer orientation, and all products are manufactured in accordance with relevant laws and regulations, providing customers with high-quality products and excellent services.</p> <p>5.2 The company follows customer and international relevant regulations, such as RBA, RoHS, REACH, etc., to establish green product management procedures and strictly comply with them. Meanwhile, we also require suppliers to commit to not using conflict minerals and prohibited environmentally harmful substances, to ensure zero impact of our products on human rights and the environment.</p> <p>5.3 A dedicated unit ensures product compliance from raw materials to shipment, and faithfully implements customer complaint procedures with timely tracking of complaint issues to safeguard customer rights</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.
(6) Does the Company comply with applicable laws and international standards regarding issues, such as customer health and safety, customer privacy, as well as marketing and labelling of products and services?	√		<p>Good Way values collaboration and mutual growth with suppliers. In accordance with its sustainable procurement policy and in response to customer requirements, the Company has formulated a sustainable supply chain strategy that incorporates environmental protection, sustainable governance, and social responsibility to strengthen strategic partnerships. Good Way has established a dedicated unit to implement sustainability requirements throughout supply chain management. Starting from the new supplier qualification stage, Good Way requires all suppliers to fulfill their social responsibilities by signing the</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.

Promotion Items	Implementation Status		Summary Description	Differences and reasons between the Company's sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
			<p>Commitment to Compliance with RBA (Responsible Business Alliance) Code of Conduct Standards and completing a sustainability self-assessment questionnaire, in order to identify and manage supplier sustainability risks.</p> <p>Through the implementation of the above actions, continuously enhance the resilience and sustainability of the supply chain.</p> <p>For specific content and results, please refer to the corporate sustainability section of the company's official website (https://www.goodway.com.tw/tw/esg/page/Social_Inclusion/Happiness_in_the_Workplace) and the annual sustainability report</p>	
5. Has the Company referred to the internationally accepted reporting standards or guidelines to prepare reports, such as ESG reports that disclose the Company's non-financial information? Have the aforementioned reports obtained assurance or assurance opinions from third-party verification bodies?		√	<p>In addition to following the latest sustainability reporting standards (GRI Standard: 2021) issued by the Global Reporting Initiative as the basis for information disclosure in the report, the preparation of the report also corresponds to standards such as the Task Force on Climate-related Financial Disclosures (TCFD) framework, the United Nations Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB), and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.</p> <p>The Company's 2024 Sustainability Report has obtained third-party verification, and the 2025 Sustainability Report is planned to complete third-party verification by June 2026.</p>	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.
6. If the Company has established corporate social responsibility principles based on the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, describe the implementation and any discrepancy:				
7. Other important information that facilitates the understanding of the promotion of sustainable development: Please refer to the company's website, Corporate Sustainability section: https://www.goodway.com.tw/zh-TW/ESG/index.html				

2. Climate-related Information :

(1) Implementation status of climate-related information

Item	Implementation
<p>1. Describe the Board of Directors' and the management's supervision and governance of climate-related risks and opportunities.</p>	<p>The Board of Directors is the highest climate governance decision-making body of Good Way, responsible for overseeing climate-related risks and opportunities. It has tasked the Risk Management Committee under the Sustainability Development Committee to assist the Board in fulfilling its related responsibilities, including supervising and guiding Good Way's governance performance and target achievement on climate-related issues, such as sustainability-related programs and performance, risk management status, carbon management response measures, climate change risk and opportunity identification results, and climate-related target setting. Through annual regular Sustainability Development Committee meetings to review quarterly and annual sustainability governance performance, ensuring that climate-related matters receive sufficient attention and management at the highest management level, with the Risk Management Committee regularly reporting climate governance implementation results to the Board of Directors.</p>
<p>2. Describe how the climate risks and opportunities identified impact the Company's business, strategies, and finance (short-term, medium-term, and long-term).</p>	<p>Based on its risk and opportunity assessment, the Company takes into account the goal of net-zero transition by 2050, as well as domestic and international decarbonization trends and related requirements. The Company has planned three core strategies, including strengthening disaster response mechanisms, promoting sustainable product design, and pursuing continuous operational transformation. Appropriate action plans (short-term, medium-term, and long-term) have been formulated from the perspectives of innovative and green products and services, supply chain and/or value chain, adaptation and mitigation activities, R&D investment, and operational efficiency. The Company has also incorporated climate action into the Sustainability Committee, which is responsible for risk monitoring and risk prevention management. Through business continuity management, the Company</p>

Item	Implementation
	continuously reviews and dynamically adjusts, integrating internal and external resources to enhance its ability to anticipate, prepare for, respond to, and adapt to ongoing environmental changes, minimizing the impact of climate-related disruptions.
3. Describe the impact of extreme climate events and transition actions on finance.	For identified key climate-related risks and opportunities, the Company achieves its climate objectives through strategic planning and risk management, and further explains their impacts on financial position and performance (short-term, medium-term, and long-term). The Company discloses information on the current and anticipated financial impacts of climate-related risks and opportunities on the Company's financial position and financial performance, ensuring that primary users can fully understand these impacts and their consideration in financial planning. For specific details, please refer to the Good Way official website and Section 6.2 of the Annual Sustainability Report.
4. Describe how the identification, evaluation, and management processes of climate risks are integrated in the overall risk management system.	The Company has established the Corporate Risk Management Policy and Procedures to achieve risk management objectives. The risk management process includes risk identification, risk analysis, risk assessment, risk response and monitoring, and risk reporting and disclosure. The risk assessment process incorporates qualitative and quantitative factors, and considers the nature, likelihood, and degree of impact of potential risks. Good Way conducts climate-related risk and opportunity identification every 2 years, and aligns this mechanism with the company's enterprise risk management mechanism, reviewing the results annually to confirm their reasonableness and ensure that the identified results reflect the current situation. For the identification, assessment, prioritization, and monitoring procedures for climate-related risks and opportunities in 2025, please refer to the Company's official website and section 6.2 of the Annual Sustainability Report for specific details.

Item	Implementation
<p>5. If using scenario analysis to assess resilience in facing climate change risks, the scenarios, parameters, assumptions, analysis factors, and major financial impacts used should be explained.</p>	<p>Good Way's climate change response strategy follows the TCFD framework, along with the relevant disclosure information covered in the Carbon Disclosure Project (CDP) Climate Change Questionnaire. It incorporates the International Energy Agency (IEA)'s Sustainable Development Scenario (SDS) and Stated Policies Scenario (STEPS), as well as AR6 different Global Warming Levels (GWL 2°C and 4°C) and greenhouse gas emission scenarios (SSP2-4.5 and SSP5-8.5), to assess the hazards and vulnerability of flooding and rainfall disasters. This is used to identify and confirm significant physical and transition risks, opportunities, and potential financial impacts under these climate scenarios for Good Way's operational sites, including the headquarters, Taipei plant, Kunshan plant, Vietnam plant, and value chain. Response strategies and targets are formulated accordingly, with ongoing tracking and management. For specific details, please refer to the Good Way official website and section 6.2 of the Annual Sustainability Report.</p>
<p>6. The contents of a transition plan in response to the management of climate-related risks shall be indicated if any, together with indicators and objectives used to identify and manage physical and transition risks.</p>	<ol style="list-style-type: none"> 1. The Company has planned three core strategies, including strengthening disaster response mechanisms, promoting sustainable product design, and pursuing continuous operational transformation. Appropriate action plans (short-term, medium-term, and long-term) have been formulated from the perspectives of innovative and green products and services, supply chain and/or value chain, adaptation and mitigation activities, R&D investment, and operational efficiency, serving as the primary transition plans for addressing climate-related risks. 2. Indicators and Targets: <ol style="list-style-type: none"> 2.1 Achieve net-zero before 2050, with each plant setting annual reduction targets for environmental sustainability indicators, and completing greenhouse gas inventory with third-party verification annually. By 2030, the company aims to reduce Scope 1 and Scope 2 greenhouse gas emissions by 30% compared to the base year.

Item	Implementation
	<p>2.2 Achieve 100% renewable energy use before 2050, and set targets for renewable energy usage proportion at each stage. Establish ISO 50001 energy management system, implementing energy efficiency management through the PDCA (Plan-Do-Check-Act) cycle. By 2030, renewable energy usage will exceed 40% of total energy consumption.</p> <p>2.3 Promote sustainable product design, reduce product carbon footprint, and achieve a green product revenue ratio of 35% by 2030.</p> <p>For specific details, please refer to the Good Way official website and section 6.2 of the Annual Sustainability Report.</p>
<p>7. The price setting basis shall be explained if internal carbon pricing is used as a planning tool.</p>	<p>Internal carbon pricing system not implemented.</p>
<p>8. Information including activities covered, scope of greenhouse gas emissions, planned scheduled, and required annual progress shall be described if climate-related goals are established; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve relevant goals, the sources and quantity of carbon quota offset or the quantity of RECs shall be described.</p>	<p>In accordance with Good Way's net-zero transformation roadmap, we are committed to achieving carbon neutrality and achieving net-zero transformation by 2050. To realize this vision, we have established short, medium, and long-term reduction targets for environmental sustainability indicators at each plant, including greenhouse gas emissions, energy consumption, water resources, and waste management. Through strictly following concrete action steps such as regular inventory, self-initiated reduction, and continuous improvement, we aim to gradually transition toward low-carbon operations and achieve net-zero and environmental sustainability by implementing the PDCA management cycle. For Good Way's annual environmental sustainability management actions, progress, and reduction results, please refer to the company's official website and annual sustainability report.</p>
<p>9. Greenhouse gas inventory and verification, as well as reduction goals, strategies, and specific action plans (also to be filled out in 1-1 and 1-2).</p>	<p>Good Way has established short, medium, and long-term reduction targets for greenhouse gas emission management at each plant, and through strictly following concrete action steps such as regular inventory, self-initiated reduction, and continuous improvement, we</p>

Item	Implementation
	<p>aim to gradually transition toward low-carbon operations and achieve net-zero and environmental sustainability by implementing the PDCA management cycle.</p> <p>Starting from 2023, each plant has completed the inventory of Scope 1-3 emissions and obtained third-party verification. For annual greenhouse gas emissions, management actions, progress, and reduction results, please refer to the company's official website and the Environmental Sustainability chapter 6.0 in the annual sustainability report.</p>

(1)-1 Greenhouse gas inventory and verification situation for the past two years

(1)-1-1 Greenhouse gas inventory information

Describe the greenhouse gas emissions (metric tons of CO ₂ e), intensity (metric tons of CO ₂ e/million dollars), and data coverage scope for the most recent two years.
Complete inventory information for each year has been disclosed in section 6.3 Environmental Sustainability Management Indicators of the annual sustainability report

Note 1: Direct emissions (Scope 1, emissions directly from sources owned or controlled by the Company), energy indirect emissions (Scope 2, indirect greenhouse gas emissions from the generation of purchased electricity, heat, or steam), and other indirect emissions (Scope 3, emissions from company activities that are not direct or energy indirect emissions but are from sources owned or controlled by other companies).

Note 2: The scope of data coverage for direct emissions and indirect energy emissions should be handled in accordance with the time frame stipulated in the regulation referred to in Article 10, Paragraph 2 of these Guidelines. Information on other indirect emissions may be disclosed voluntarily.

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

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or revenue, but data calculated by revenue (in millions of New Taiwan dollars) should be at least described.

(1)-1-2 Greenhouse Gas Certainty Information

Describe the assurance status for the most recent two fiscal years as of the annual report printing date, including the assurance scope, assurance institution, assurance standards, and assurance opinion.
Complete assurance information has been disclosed on the company's official website (https://www.goodway.com.tw/tw/esg/download?cate=2#download) and in the annual sustainability report

Note 1: It shall be handled in accordance with the schedule stipulated by the order prescribed in accordance with Paragraph 2 of Article 10 of these Guidelines. If the company has not obtained a complete assurance opinion on greenhouse gases by the date of printing the annual report, it shall note "Complete assurance information will be disclosed in the sustainability report." If the company does not prepare a sustainability report, it shall note "Complete assurance information will be disclosed on the Public Information Observation Station," and disclose the complete assurance information in the annual report of the following year.

Note 2: Assurance institutions should comply with the relevant regulations on sustainability report assurance institutions stipulated by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: The disclosed content may refer to the best practice reference examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

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

<p><u>Describe the greenhouse gas reduction base year and its data, reduction targets, strategies and specific action plans, and the achievement status of reduction targets.</u></p>
<p>Good Way has established short, medium, and long-term reduction targets for greenhouse gas emission management at each plant, and through strictly following concrete action steps such as regular inventory, self-initiated reduction, and continuous improvement, we aim to gradually transition toward low-carbon operations and achieve net-zero and environmental sustainability by implementing the PDCA management cycle.</p> <p>Good Way's annual greenhouse gas emission data, management actions, progress, and reduction results can be found on the company's official website (https://www.goodway.com.tw/tw/esg/page/Environmental_Sustainability/Environmental_Sustainability_Management) and in section 6.0 Environmental Sustainability of the annual sustainability report</p>

Note 1: It shall be handled within the time limit prescribed by the order stipulated in accordance with Article 10, Paragraph 2 of these Regulations.

Note 2: The base year should be the year in which the inventory of the consolidated financial report boundary is completed. For example, according to the regulations in Article 10, Paragraph 2 of these Guidelines, companies with a capital of NT\$10 billion or more shall complete the inventory of the consolidated financial report for 2024 in 2025. Therefore, the base year is 2024. If the Company has completed the inventory of the consolidated financial report earlier, it can use the earlier year as the base year. Additionally, the data for the base year can be calculated as a single year or an average of multiple years.

Note 3: The disclosed content may refer to the best practice reference examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

(6) Ethical Corporate Management and Differences and Causes of CSR Practices

The Company has established the Code of Integrity Management and Integrity Management Procedures and Guidelines, and conveys the spirit of integrity management through weekly management meetings and monthly company meetings, in order to deepen the corporate culture of integrity management and sustainable development.

Assessment Items	Implementation status			Deviation from the Corporate Governance Best-practice Principles for TWSE/TPEX Listed Companies and the reasons thereof
	Yes	No	Summary Description	
<p>1. Formulation of ethical management policies and plans</p> <p>(1) Has the Company formulated an ethical management policy approved by the Board of Directors and disclosed the policy and practice of ethical management in its regulations and public documents? Are the Board of Directors and the senior management committed to actively implementing the policy?</p>	V		<p>(1) The Company operates in accordance with the various regulations of the Code of Integrity Management to implement integrity management.</p>	<p>No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.</p>

Assessment Items	Implementation status			Deviation from the Corporate Governance Best-practice Principles for TWSE/TPEX Listed Companies and the reasons thereof
	Yes	No	Summary Description	
(2) Has the company established a risk assessment mechanism for dishonest behaviors, regularly analyzing and evaluating business activities with higher risks of dishonesty within its business scope, and accordingly formulated programs to prevent dishonest behaviors, which at minimum cover preventive measures for the various behaviors listed in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?			(2) The Company operates in accordance with the Code of Ethical Conduct, and the Whistleblowing and Grievance Management Measures were approved at the 7th Meeting of the 7th Board of Directors and revised at the 19nd Meeting of the 9th Board of Directors, providing an internal grievance mechanism and channel for employees and external stakeholders.	
(3) Has the company specified operating procedures, behavioral guidelines, disciplinary measures for violations, and a grievance system in its program to prevent dishonest behavior, implemented them effectively, and regularly reviewed and revised the aforementioned program?			(3) The Company operates in accordance with the Code of Ethical Conduct, and the Whistleblowing and Grievance Management Measures were approved at the 7th Meeting of the 7th Board of Directors and revised at the 19th Meeting of the 9th Board of Directors, providing an internal grievance mechanism and channel for employees and external stakeholders, thereby preventing unethical business conduct.	
2. Implementation of Ethical Corporate Management	V		(1) The Company conducts internal evaluations on both suppliers and customers to ensure the integrity of the parties involved. If necessary, suppliers are required to sign an integrity commitment letter.	
(1) Does the Company evaluate each counterparty's records for ethics? Has the Company specified the terms of ethical conduct in each contract signed with each counterparty?			(2) The Company has designated the Chairman's Office as the dedicated unit for ethical management operations and code of conduct,	
(2) Has the Company established a dedicated (concurrent) unit under the board of directors to			(2) The Company has designated the Chairman's Office as the dedicated unit for ethical management operations and code of conduct,	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.

Assessment Items	Implementation status			Deviation from the Corporate Governance Best-practice Principles for TWSE/TPEX Listed Companies and the reasons thereof
	Yes	No	Summary Description	
conduct ethical corporate management, regularly (at least once a year) report to the board of directors on its ethical management policies and prevention plans for unethical conduct, and supervise the implementation?			and regularly reports the implementation status to the Board of Directors.	
(3) Has the Company formulated policies to prevent conflicts of interest, provided appropriate methods for stating one's conflicts of interest, and implemented them appropriately?			(3) The Company's Grievance Management Measures were approved at the 7th Meeting of the 7th Board of Directors and revised at the 19th Meeting of the 9th Board of Directors, providing an internal grievance mechanism and channel for employees and external stakeholders. The Company has also established a Code of Ethical Conduct, clearly defining how to prevent conflicts of interest and ensure that the Company's business secrets are not leaked.	
(4) Has the Company established an effective accounting system and an internal control system for the implementation of ethical management and assigned the internal audit unit to formulate relevant audit plans based on the assessment results of the risk of unethical conduct and audit the compliance with the unethical conduct prevention plan accordingly or commissioned a CPA to perform such audits?			(4) The Company has established procedures for accounting professional judgments, processes for changes in accounting policies and estimates, and an internal control system. The internal audit unit audits them according to the annual audit plan and submits them to the Audit Committee for review.	
(5) Does the Company regularly hold internal and external education and training on ethical management?			(5) The Company regularly promotes information related to integrity management at the Company's monthly meetings, and the chairman personally expounds the Company's business philosophy.	
3. Operation of the Company's Whistleblowing	V			No significant differences, will

Assessment Items	Implementation status			Deviation from the Corporate Governance Best-practice Principles for TWSE/TPEX Listed Companies and the reasons thereof
	Yes	No	Summary Description	
(1) System Has the Company formulated a specific whistleblowing and reward system, established a convenient whistleblowing method, and assigned appropriate personnel to handle the party accused?			(1) The Company's Grievance Management Measures were approved at the 7th Meeting of the 7th Board of Directors and revised at the 19th Meeting of the 9th Board of Directors, and designated dedicated personnel to handle complaints, providing an appeal mechanism and channel for internal employees and external stakeholders.	continue to cooperate with relevant laws and regulations for future deliberations.
(2) Has the Company formulated standard operating procedures for investigation of reported cases, the follow-up measures to be taken after the investigation is completed, and a confidentiality mechanism?			(2) The Company has approved the Whistleblowing and Grievance Management Procedures at the 7th Meeting of 7th Board of Directors, and revised the procedures at the 19th Meeting of the 9th Board of Directors, clarifying the operating procedures and relevant confidentiality mechanisms in the procedures.	
(3) Does the Company take measures to protect whistleblowers from being mistreated due to their whistleblowing behavior?			(3) In accordance with the Whistleblower Protection Act, whistleblowers are protected from retaliation for making reports.	
4. Strengthening information disclosure (1) Does the Company disclose the content of its Corporate Governance Best-Practice Principles and the effectiveness of the implementation of the principles on its website and the Market Observation Post System?		V	(1) The Company has disclosed its Code of Ethical Conduct and the Whistleblowing and Complaints Management Regulations on its website. No whistleblowing cases were received during the period up to the Annual Report publication cut-off date.	No significant differences, will continue to cooperate with relevant laws and regulations for future deliberations.
5. If the Company has formulated its own Corporate Governance Best-Practice Principles as per the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, please specify the difference between its operation and the principles: No significant difference.				
6. Other important information that facilitates the understanding of the Company's ethical management: (e.g., reviewing and amending the Company's corporate governance best-practice principles) Please refer to the Corporate Governance section on the Company's website: http://www.goodway.com.tw				

- (7) Other important information for facilitating a better understanding of the Company's corporate governance practices:

Please refer to the Corporate Governance section on the Company's website:
<http://www.goodway.com.tw>

- (8) Disclosure of the Implementation Status of Internal Control System

1. Internal Control Statement

GOOD WAY TECHNOLOGY CO. LTD.
Statement of Internal Control System

Date: March 12, 2026

The Company's internal control regulations for 2025, based on the results of its self-assessment, is hereby stated as follows:

1. The Company acknowledges and understands that the establishment, enforcement, and preservation of internal control systems are the responsibility of the Board of Directors and that the managers and the Company have already established such systems.
The purpose is to reasonably ensure the effectiveness (including profitability, performance, and security of assets), the reliability, timeliness, transparency of financial reporting, and legal and regulation compliance.
2. Internal control systems have inherent limitations. Regardless of how well-designed, an effective internal control system can only provide reasonable assurance of achieving the above three objectives. Furthermore, the effectiveness of an internal control system may change as the environment and circumstances change.
However, the Company's internal control system has a self-monitoring mechanism, and once a deficiency is identified, the Company will take corrective action.
3. The Company has determined the effectiveness of its internal control system based on the assessment items stipulated in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the Regulations). The judgment items for internal control systems adopted in the Processing Standards divide the internal control system into five components based on the management control process: 1. Control Environment, 2. Risk Assessment, 3. Control Activities, 4. Information and Communication, and 5. Monitoring Activities. Each component element consists of several items. Please refer to the provisions of the Handling Guidelines for the aforementioned items.
4. The company has already adopted the aforementioned internal control system evaluation items to assess the effectiveness of the design and implementation of the internal control system.
5. Based on the evaluation results of the preceding paragraph, the Company believes that as of December 31, 2025, the Company's internal control system (including supervision and management of subsidiaries) encompassing the design and implementation of internal controls related to operational effectiveness and efficiency, reliability, timeliness, transparency of reporting, compliance with relevant laws and regulations, is effective and can reasonably ensure the achievement of the aforementioned objectives.
6. This statement will become a major part of the company's annual report and prospectus, and will be made public. If the disclosed content contains any falsehoods, concealment, or other illegal activities, it will involve legal responsibilities under Articles 20, 32, 171, and 174 of the Securities and Exchange Act
7. This statement was approved by the Company's Board of Directors on March 12, 2026. Of the 10 directors present, none expressed dissent, and all others concurred with the contents of this statement. This is hereby declared.

GOOD WAY TECHNOLOGY CO. LTD.

Chairman: Tsao, Tse-Cheng (Seal)

President: Tsao, Tse-Cheng (Seal)

2. For those who appointed a CPA to review the internal control system, the CPA's review report shall be disclosed: N/A

(9) Major resolutions of Shareholders' Meetings and Board Meetings during the most recent fiscal year up to the date of publication of the annual report:

1. Important resolutions of the Board of Directors:

Meeting Date	Summary of main meeting agenda	Resolution
<p>2025/03/11 The 6th Meeting of the 10th Board of Directors</p>	<ol style="list-style-type: none"> 1. The case of the Company's self-prepared financial information for 2024 2. Approved the fund lending case of GWC Technology Inc. (a 100% subsidiary of the company) 3. Indirect Capital Increase for Vietnamese Investment Entity GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED 4. Sale of 2 SMT Equipment Lines to Related Party GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED 5. Directors and officers liability insurance case 6. Proposal for Subsidiary Good Way Electronic(Kunshan) Co., Ltd. to Purchase Automated Equipment 7. The case of the Company applying for credit lines and derivative financial product trading lines from financial institutions <p>Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).</p>	<p>The chairperson consulted all directors present, and approved by all without objection.</p>
<p>2025/03/25 The 7th Meeting of the 10th Board of Directors</p>	<ol style="list-style-type: none"> 1. Resignation of the Company's General Manager 2. Appointment of the Company's Group General Manager 3. Appointment of the Company's Chief Technology Officer 4. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans. 5. The Company's 2024 Business Report and Financial Statements 6. The case of the Company's Internal Control Statement for Self-Evaluation in 2024 7. According to the Company's corporate governance best practices, the case of evaluating the independence and suitability of the Company's appointment of CPAs 8. The Company's 2024 Profit Distribution and Loss Compensation 9. The Company's 2024 Director Compensation and Employee Compensation 10. Amendment to Certain Provisions of the Company's Articles of Incorporation 11. Amendment and Revision of Internal Control System and Internal Audit Implementation Rules 12. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions 13. The date, venue, and agenda for the Company's 2025 Annual Shareholders' Meeting, etc. 14. The case of formulating the relevant operational matters 	<p>The chairperson consulted all directors present, and approved by all without objection.</p>

Meeting Date	Summary of main meeting agenda	Resolution
	for shareholders holding 1% or more shares to exercise their proposal rights	
	Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).	
2025/04/22 The 8th Meeting of the 10th Board of Directors	The Company's first share repurchase program in 2025 for transferring shares to employees	The chairperson consulted all directors present, and approved by all without objection.
	Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).	
2025/05/06 The 9th Meeting of the 10th Board of Directors	<ol style="list-style-type: none"> 1. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans. 2. The Company's Consolidated Financial Statements for the first quarter of 2025 3. Establishing the Company's "Employee Stock Option Issuance and Subscription Regulations 4. Addition to Internal Control System and Internal Audit Implementation Rules 5. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions 6. Approval of the Endorsement Guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (the Company's 100% Indirectly Invested Subsidiary) to Apply for New Financing Facilities from Chailease International Financial Services (Singapore) Pte. Ltd. 	The chairperson consulted all directors present, and approved by all without objection.
	Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).	
2025/07/22 The 10th Meeting of the 10th Board of Directors	<ol style="list-style-type: none"> 1. Salary adjustment case for the Company's Managerial Officers in 2025 2. Appointment of the Company's Accounting Officer and Chief Accountant. 3. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions 4. Approve the issuance of employee stock options to employees 	The chairperson consulted all directors present, and approved by all without objection.
	Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).	
2025/08/12 The 11th Meeting of the 10th Board of	<ol style="list-style-type: none"> 1. The case of the Company's assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans 	The chairperson consulted all directors

Meeting Date	Summary of main meeting agenda	Resolution
Directors	<ol style="list-style-type: none"> 2. The Company's Consolidated Financial Statements for the second quarter of 2025 3. Appointment of the Corporate Governance Officer of the Company. 4. The Company's 2024 Sustainability Report 5. The Company's 5-Year Integrated Sustainability Development Strategy. 6. Amendment of certain provisions of the Company's Employee Stock Warrant Issuance and Subscription Regulations. 	present, and approved by all without objection.
	<p>Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).</p>	
2025/11/04 The 12th Meeting of the 10th Board of Directors	<ol style="list-style-type: none"> 1. Appointment of the Company's General Manager 2. Proposal for the personnel change of the Company's Chief Operating Officer 3. The Company's Employee Year-end Bonus for 2025 4. The case of the Company's assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans 5. The Company's Consolidated Financial Statements for the third quarter of 2025 6. Amendments to the Sustainable Development Practice Guidelines. 7. The Company's Internal Audit Plan for 2026 8. The Company's Budget Plan for 2026 9. Fund Lending to GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (the Company's 100% Reinvested Subsidiary) 10. Approval of endorsement and guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) to apply for new financing facilities from Cathay United Bank Co., Ltd. 11. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions 	The chairperson consulted all directors present, and approved by all without objection.
	<p>Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).</p>	
2026/03/12 The 13th Meeting of the 10th Board of Directors	<ol style="list-style-type: none"> 1. Appointment of the Company's Chief Technology Officer 2. The case of the Company's assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans 3. The Company's 2025 Business Report and Financial Statements 4. The Company's 2025 Internal Control Self-Assessment Statement 	The chairperson consulted all directors present, and approved by all without objection.

Meeting Date	Summary of main meeting agenda	Resolution
	<ol style="list-style-type: none"> 5. According to the Company's corporate governance best practices, the case of evaluating the independence and suitability of the Company's appointment of CPAs 6. The Company's 2025 Profit Distribution and Loss Compensation 7. The Company's 2025 Director Compensation and Employee Compensation 8. Directors and officers liability insurance 9. Scope of Entry-Level Employees for 2026 10. Amendment to Certain Provisions of the Company's Articles of Incorporation 11. Amendments to Certain Provisions of the Company's Corporate Governance Best Practice Principles 12. Amendment and Revision of Internal Control System and Internal Audit Implementation Rules 13. Providing Funds to GWC Technology Inc. (a 100% reinvested subsidiary of the Company) 14. Approval of endorsement and guarantee for GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company) to apply for new financing facilities from Cathay United Bank Co., Ltd. 15. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions 16. The date, venue, and agenda for the Company's 2026 Annual Shareholders' Meeting, etc. 17. The case of formulating the relevant operational matters for shareholders holding 1% or more shares to exercise their proposal rights <p>Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).</p>	
<p>2026/03/25 The 14th Meeting of the 10th Board of Directors</p>	<ol style="list-style-type: none"> 1. Appointment of the Company's Accounting Officer, Corporate Governance Officer, and Acting Spokesperson. 2. Appointment of the Company's Spokesperson 3. Amendments to certain provisions of the Rules of Procedure for Shareholders' Meetings and the Rules for Election of Directors. 4. The date, venue, and agenda for the Company's 2026 Annual Shareholders' Meeting, etc. <p>Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).</p>	<p>The chairperson consulted all directors present, and approved by all without objection.</p>
<p>2026/05/07 The 15th Meeting of the 10th Board of Directors</p>	<ol style="list-style-type: none"> 1. Assessment of whether to reclassify accounts receivable/other receivables/prepaid expenses/deposits paid that are overdue for more than three months and are significant in amount as loans. 2. The Company's Consolidated Financial Statements for the first quarter of 2026. 	<p>The chairperson consulted all directors present, and approved by</p>

Meeting Date	Summary of main meeting agenda	Resolution
	3. Cancellation of fund lending to GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (a 100% indirectly invested subsidiary of the Company). 4. The Company's application for credit lines and derivative financial instrument trading limits from financial institutions	all without objection.
	Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, Chen, Te-Kai (a total of four independent directors).	

(1) Any recorded or written Board resolutions to which independent directors have objections or reservations None.

2. Important resolutions of the Shareholders' Meeting:

The resolutions and implementation status of Good Way's 2024 Annual Shareholders' Meeting are as follows:

Meeting Date	Summary of main meeting agenda
2025/06/17	1. Report Items (1) 2024 Business Report (2) Audit Committee's 2024 Review Report (3) Status of the Company's endorsements and guarantees (4) Status of the Company's fund lending. 2. Acknowledgments (1) Approval of the 2024 Business Report and Financial Statements. (2) Approval of the 2024 Profit and Loss Appropriation Statement. 3. Matters for Discussion (1) Amendments to the Company's Articles of Incorporation. Attending Directors: Tsao, Tse-Cheng (Chairman), Li, Shu-Hua (Director), Chen, Chin-Yin (Director) Attending Independent Directors: Wu, Li-Lan, Lai, Yung-Cheng, Chen, Chien-Yuan, and Chen, Te-Kai (a total of four Independent Directors). Implementation status: 1. The resolutions passed at the Company's 2025 Annual Shareholders' Meeting have been acknowledged or approved by the shareholders. Details of the resolutions can be found in the meeting minutes or on the Market Observation Post System. 2. Implementation status of each resolution: (1) Approved the 2024 Business Report and Financial Statements. (2) Approval of the 2024 Profit and Loss Appropriation Statement. (3) Approval of the Amendment to the Articles of Incorporation: Announced on the Company's website on June 18, 2025, and approved for registration of changes by the Ministry of Economic Affairs on July 9, 2025.

(10) Dissenting opinions or written statements from directors or the Audit Committee regarding important resolutions passed by the Board of Directors during the most recent fiscal year and up to the date of publication of the annual report, and the main content thereof:

4. Information on CPA Fees :

Information on CPA Audit Fees

NT\$ Thousand

Name of CPA Firm	CPA Name	Audit Period	Audit Fees	Non-Audit Fees	Total	Remarks
PwC Taiwan	Yu, Chih-Fan	2025/01/01 ~ 2025/12/31	4,050	300	4,350	Non-audit services include taxation, human resources, financial statement translation, and other information reading services.
	Huang, Shih-Chun	2025/01/01 ~ 2025/12/31				
PwC Taiwan	Tuan, Shih-Liang Liu, Hsin-Ping	2025/01/01 ~ 2025/12/31	-	4,115	4,115	Transfer Pricing Report and Tax Exemption Consultation
		2025/01/01 ~ 2025/12/31				

- (1) If the CPA firm has been changed and the audit fee paid in the year of change is less than the audit fee paid in the previous year, the amounts of audit fees before and after the change and the reasons shall be disclosed:
- (2) For cases where the audit fees decreased by 10% or more compared to the previous year, the amount, percentage, and reason for the decrease in audit fees shall be disclosed:

5. Information on Auditor Changes: Not applicable.

6. The Chairperson, President, or Manager responsible for financial or accounting affairs of the Company, who has been employed by the CPA firm or its affiliated enterprises within the past year, shall disclose their name, position, and the period of employment at the CPA firm or its affiliated enterprises.

7. Changes in transfer or pledge of equity shares by Directors, Supervisors, Managers, or Shareholders holding more than 10% of shares issued by the Company in the most recent year up to the date of the Annual Report publication:

(1) Equity change status

Unit: Shares

Title	Name	2025		As of April 11, 2026	
		Increase (decrease) in shareholding	Increase (decrease) in the number of shares pledged	Increase (decrease) in shareholding	Increase (decrease) in the number of shares pledged
Chairman/CEO	Tsao, Tse-Cheng	—	—	—	—
Director	Hsu, Tzu-Fu	—	—	(29,000)	—
Director/Vice President	Hsia, Hsueh-Li	—	—	—	—
Director	Hsu, Li-Hsiang	—	—	—	—
Director	Li, Shu-Hua	—	—	—	—
Director	Chen, Chin-Yin	—	—	—	—
Independent Director	Chen, Te-Kai	—	—	—	—
Independent Director	Wu, Li-Lan	—	—	—	—
Independent Director	Lai, Yung-Cheng	—	—	—	—
Independent Director	Chen, Chien-Yuan	—	—	—	—
President	Pao, Chun-Yu (Note 1)	—	—	—	—
CTO	Wang, Yao-Wei	—	—	—	—
Vice President	Liu, Shan-Yuan (Note 2)	—	—	—	—
Quality Assurance Director	Lee, Zheng-Zhe (Note 3)	—	—	—	—
Vice President	Ko, Tsung-Nan	—	—	—	—
Consultant	Lin, Ying-Hao	—	—	—	—
Vice President	Hsueh, Chien-Feng (Note 4)	—	—	—	—
Vice President	Fan, Chung-Jung	—	—	(2,000)	—
Vice President	Chen, Pao-Ming	—	—	—	—
Vice President	Wang, Ping-An (Note 5)	—	—	—	—
Vice President	Ho, Wen-Te	—	—	—	—
Vice President	Chen, Ke-Cheng (Note 6)	—	—	—	—
Vice President	Wang, Hua-Yi	—	—	—	—
Senior Assistant Vice President	Wu, Kun-Xian	—	—	—	—
Senior Assistant Vice President	Chen, Jen-I (Note 7)	—	—	—	—
Senior Assistant Vice President	Wu, Wei-Hao	—	—	—	—
Senior Assistant Vice President	Wang, Chih-Cheng (Note 8)	—	—	—	—
Senior Assistant Vice President	Wu, Ming-Tsung (Note 9)	—	—	—	—
Senior Manager	Lin, Wei-Sheng	—	—	—	—

Title	Name	2025		As of April 11, 2026	
		Increase (decrease) in shareholding	Increase (decrease) in the number of shares pledged	Increase (decrease) in shareholding	Increase (decrease) in the number of shares pledged
Assistant Vice President	Chan, Ming-Hsien	—	—	—	—
Assistant Vice President	Huang, Chung-I (Note 10)	(16,800)	—	—	—
Assistant Vice President	Chu, Chia-Ti	—	—	—	—
Assistant Vice President	Chen, Chia-Ying (Note 11)	—	—	—	—
Assistant Vice President	Lee, Wen-Shuan	—	—	—	—
Assistant Vice President	Chou, Chih-Chong (Note 12)	—	—	—	—
Assistant Vice President	Jiao, Zhi-Xiang (Note 13)	—	—	—	—
Assistant Vice President	Chen, Ching-Chih	—	—	—	—
Assistant Vice President	Chang You-Teng (Note 14)	—	—	—	—
Assistant Vice President	Chuang, Shih-Jung (Note 15)	—	—	—	—
Accounting Manager	Kuo, Tung-Han (Note 16)	—	—	—	—
Accounting Manager	Kang, Zheng-Long (Note 17)	—	—	—	—
Corporate Governance Officer Accounting Manager	Li, Chia-Feng (Note 18)	—	—	—	—

- Note 1: Former General Manager Mr. Pao, Chun-Yu assumed the position on March 7, 2025, and was discharged on January 31, 2026.
- Note 2: Chief Operating Officer Mr. Liu, Shan-Yuan was relieved of his Chief Operating Officer duties on November 4, 2025, and assumed the position of Senior Vice President in the Office of the General Manager.
- Note 3: Former Group Chief Quality Officer Mr. Li, Cheng-Che was laid off on November 12, 2025.
- Note 4: Former Chief Financial Officer Mr. Hsueh, Chien-Feng resigned on March 23, 2026.
- Note 5: Former Vice President of the Project Management Division Mr. Wang, Ping-An resigned on September 4, 2025.
- Note 6: Mr. Chen, Ke-Cheng, Vice President of the Legal Affairs Division, assumed the position on August 12, 2025.
- Note 7: Former Senior Director of the General Administration Division Mr. Chen, Jen-Yi resigned on June 6, 2025.
- Note 8: Newly appointed Senior Director of the Chairman's Office Mr. Wang, Chih-Cheng assumed the position on March 9, 2026.
- Note 9: Newly appointed Senior Director of the Product Management Division II Mr. Wu, Ming-Tsung assumed the position on September 15, 2025.
- Note 10: Former Director of the IoT Product Division Mr. Huang, Chung-Yi resigned on December 30, 2025.
- Note 11: Former Senior Director of the Mechanical Design Division Mr. Chen, Chia-Ying resigned on May 30, 2025.
- Note 12: Newly appointed Director of the Software R&D Division Mr. Chou, Chih-Chung assumed the position on July 7, 2025.
- Note 13: Former Director of the Quality Center Mr. Chiao, Chih-Hsiang resigned on December 10, 2025.
- Note 14: Newly appointed Director of the Mechanical Design Division Mr. Chang, Yu-Teng assumed the position on July 1, 2025.
- Note 15: Newly appointed Director of the Project Management Division Mr. Chuang, Shih-Jung assumed the position on July 1, 2025.
- Note 16: Former accounting supervisor Kuo, Tung-Han, Senior Manager, resigned on May 21, 2025.
- Note 17: Former accounting supervisor Kang, Cheng-Lung, Senior Manager, resigned on March 31, 2026.
- Note 18: Li, Chia-Feng, Senior Manager of the Finance Division, was appointed as Corporate Governance Officer and Accounting Supervisor on March 25, 2026.

(2) Information on the related parties in the equity transfer

In the recent fiscal year and up to the date of printing of the annual report, there were no transfers of shareholdings by the Company's directors, independent directors, managers, or major shareholders to related parties.

(3) Information on the counterparties for equity pledge who are related parties

For the most recent fiscal year and up to the date of printing of the annual report, none of the Company's directors, independent directors, managers, or major shareholders has pledged their shareholdings to related parties.

8. Information about the top 10 shareholders with shareholding ratio, and their relationship with each other or their spouses or relatives within the second degree of kinship

As of April 11, 2026; Unit: Thousand Shares; %

Name	Shares Held by the Individual		Spouse/Minor Shareholding		Shares Held in the Name of Others		The names or titles and relationships of the top 10 shareholders who are related parties under Statement of Financial Accounting Standards No. 6 or are spouses or relatives within the second degree of kinship.		Remarks
	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Title (Name)	Relationship	
Tsao, Tse-Cheng	6,513	10.65	3,098	5.07	—	—	Hsia, Hsueh-Li	Spouse	
							Hsu, Tzu-Fu	Second degree kinship	
Yu Shan Commercial Bank Trust Property Account entrusted by Tsao, Tse-Cheng	5,600	9.15	—	—	—	—	—	—	
Hsu, Tzu-Fu	4,945	8.08	22	0.04	—	—	Tsao, Tse-Cheng	Second degree kinship	
							Hsia, Hsueh-Li	Second degree kinship	
Hsia, Hsueh-Li	3,098	5.07	6,513	10.65	—	—	Tsao, Tse-Cheng	Spouse	
							Hsu, Tzu-Fu	Second degree kinship	
Worthy Textile Industry Co., Ltd.	2,759	4.51	—	—	—	—	—	—	
Worthy Textile Industry Co., Ltd. Representative: Chen, Jen-Fa	158	0.26	—	—	—	—	—	—	
Yu Shan Commercial Bank Trust Property Account entrusted by Hsu, Tzu-Fu	2,690	4.40	—	—	—	—	—	—	
Good Way Technology Co., Ltd. Treasury Stock Account	1,275	2.08	—	—	—	—	—	—	
Yu Shan Commercial Bank Trust Property	1,200	1.96	—	—	—	—	—	—	

Account entrusted by Hsu, Tzu-Fu									
Wu, Chin-Chang	720	1.18	—	—	—	—	—	—	—
Tsao, Ssu-Tsung	665	1.09	—	—	—	—	Tsao, Tse-Cheng	Second degree kinship	—
							Hsia, Hsueh-Li	Second degree kinship	

9. The total number of shares held and the consolidated shareholdings in any single investee by the Company, its directors, supervisors, managers, or any companies controlled either directly or indirectly by the Company:

December 31, 2025; Unit: Thousand Shares

Investee Companies	The Company's Investment		Investments by Directors, Supervisors, Managerial Officers, and Directly or Indirectly Controlled Enterprises		Comprehensive Investment	
	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio
GOOD WAY OVERSEAS CO., LTD.	3,017	100.00%	—	—	3,017	100.00%
Gentle Enterprises Co., Ltd.	50	100.00%	—	—	50	100.00%
GWC Technology Inc.	65	100.00%	—	—	65	100.00%
GOOD WAY CAYMAN CO., LTD	15,000	100.00%	—	—	15,000	100.00%
Digi- Tech LLC (Note 1)	—	100.00%	—	—	—	100.00%
BriStar Technology Inc.	120	100.00%	—	—	120	100.00%
Good Way Electronics Co., Ltd. (Kunshan) (Note 1)	—	100.00%	—	—	—	100.00%
Good Trend Technology Co., Ltd. (Shanghai) (Note 1)	—	100.00%	—	—	—	100.00%
Kunshan Pinwei Food Technology Co., Ltd. (Note 1)	—	100.00%	—	—	—	100.00%
GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED (Note 1)	—	100.00%	—	—	—	100.00%

Note 1: The invested company is a limited company without specifying the number of shares.

III. Fundraising Status

1. Capital and shares

(1) Source of share capital

1. Process of capital formation

Unit: Thousand Shares/NT\$ thousand

Year/ Month	Issue Price	Authorized Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Share Capital	Capital Increase by Assets Other than Cash	Others
1993.02	10	500	5,000	500	5,000	Registered capital	None	—
2001.03	10	5,000	50,000	5,000	50,000	Cash capital increase of NT\$45,000,000	None	Note 1
2002.01	10	10,300	103,000	10,300	103,000	Cash capital increase of NT\$53,000,000	None	Note 2
2002.06	10	25,000	250,000	14,000	140,000	Cash capital increase of NT\$22,580,000 Capitalization of retained earnings of NT\$14,420,000	None	Note 3
2002.11	15	25,000	250,000	18,000	180,000	Cash capital increase of NT\$40,000,000	None	Note 4
2003.09	10	25,000	250,000	21,612	216,120	Capitalization of surplus of NT\$36,120,000	None	Note 5
2004.03	10	26,800	268,000	24,112	241,120	Cash capital increase of NT\$25,000,000	None	Note 6
2006.07	11.16	26,800	268,000	24,144	241,440	Employee stock options NT\$320,000	None	Note 7
2006.10	10	34,600	346,000	26,309	263,098	Surplus capitalized for NT\$21,658,000	None	Note 8
2006.11	11.16	45,000	450,000	26,464	264,648	Employee stock options NT\$1,550,000	None	Note 9
2007.01	10.20	45,000	450,000	26,484	264,848	Employee stock options NT\$200,000	None	Note 10
2013.09	10	45,000	450,000	27,112	271,125	Capitalization of surplus earnings of NT\$5,296,960 Capitalization of employee bonuses of NT\$980,390	None	Note 11
2014.07	10	45,000	450,000	32,535	325,350	Capitalize surplus of NT\$54,225,070	None	Note 12
2014.09	105	45,000	450,000	36,603	366,030	Cash capital increase of NT\$40,680,000	None	Note 13
2015.08	10	45,000	450,000	37,623	376,237	Convertible bonds converted into new shares of NT\$10,207,070	None	Note 14
2015.09	10	80,000	800,000	52,264	522,649	Surplus transferred to capital increase of NT\$146,412,170	None	Note 15
2019.07	10	120,000	1,200,000	52,264	522,649	Change in authorized capital	None	Note 16
2020.11	10	120,000	1,200,000	54,601	546,018	Convertible bonds were converted into NT\$23,368,590 of new shares	None	Note 17
2021.03	10	120,000	1,200,000	54,614	546,143	Convertible bonds converted into new shares of NT\$124,770	None	Note 18
2023.08	10	120,000	1,200,000	61,168	611,680	Surplus transferred to capital increase of NT\$65,537,160	None	Note 19
2014.11	10	120,000	1,200,000	61,176	611,767	Convertible bonds were converted into NT\$87,710 of new shares	None	Note 20

- Note 1: Approval Document No. 09031923510 issued by the Ministry of Economic Affairs, dated 2001/03/27.
 Note 2: Approval Document No. 09101007610 issued by the Ministry of Economic Affairs, dated 2002/01/14.
 Note 3: Approval Document No. 09101224910 issued by the Ministry of Economic Affairs, dated 2002/06/26.
 Note 4: Approval Document No. 09101482380 issued by the Ministry of Economic Affairs, dated 2002/11/29.
 Note 5: Approval Document No. 09232662150 issued by the Ministry of Economic Affairs, dated 2003/09/15.
 Note 6: Approval Document No. 09331819450 issued by the Ministry of Economic Affairs, dated 2004/03/16.
 Note 7: Approval Document No. 09532569130 issued by the Ministry of Economic Affairs, dated 2006/07/28.
 Note 8: Approval Document No. 09533010300 issued by the Ministry of Economic Affairs, dated 2006/10/26.
 Note 9: Approval Document No. 09533071970 issued by the Ministry of Economic Affairs, dated 2006/11/02.
 Note 10: Approval Document No. 09631610200 issued by the Ministry of Economic Affairs, dated 2007/01/24.
 Note 11: Approval Document No. 1025058009 issued by the Taipei City Government, dated 2013/09/17.
 Note 12: Approval Document No. 1035162496 issued by the Taipei City Government, dated 2014/07/08.
 Note 13: Approval Document No. 1035176608 issued by the Taipei City Government, dated 2014/09/01.
 Note 14: Approval Document No. 1045169944 issued by the New Taipei City Government, dated 2013/08/06.
 Note 15: Approval Document No. 10401200000 issued by the Ministry of Economic Affairs, dated 2015/09/18.
 Note 16: Approval Document No. 10801080610 issued by the Ministry of Economic Affairs, dated 2019/07/08.
 Note 17: Approval Document No. 10901215580 issued by the Ministry of Economic Affairs, dated 2020/11/23.
 Note 18: Approval Document No. 11001047920 issued by the Ministry of Economic Affairs, dated 2021/03/26.
 Note 19: Approval Document No. 11230152490 issued by the Ministry of Economic Affairs, dated 2023/08/18.
 Note 20: Approval Document No. 11330200580 issued by the Ministry of Economic Affairs, dated 2024/11/14.

2. Types of Issued Shares

Unit: Shares

Type of Shares	Authorized Capital			Remarks
	Outstanding	Unissued Shares	Total	
Registered Ordinary Shares	61,176,789	58,823,211	120,000,000	The outstanding shares of the Company are traded on the over-the-counter market.

3. Summary of information related to the general declaration system: None.

- (2) Name of shareholders holding 5% or more shares or ranking among the top 10 shareholders by shareholding percentage, along with the number of shares held and percentage

April 11, 2026

Name of major shareholder	Shares	Shareholding	Shareholding Ratio (%)
Tsao, Tse-Cheng		6,513,585	10.65%
Yu Shan Commercial Bank Trust Property Account entrusted by Tsao, Tse-Cheng		5,600,000	9.15%
Hsu, Tzu-Fu		4,945,319	8.08%
Hsia, Hsueh-Li		3,098,852	5.07%
Worthy Textile Industry Co., Ltd.		2,759,000	4.51%
Yu Shan Commercial Bank Trust Property Account entrusted by Hsu, Tzu-Fu		2,690,000	4.40%
Good Way Technology Co., Ltd. Treasury Stock Account		1,275,000	2.08%
Yu Shan Commercial Bank Trust Property Account entrusted by Hsu, Tzu-Fu		1,200,000	1.96%
Wu, Chin-Chang		720,880	1.18%
Tsao, Ssu-Tsung		665,123	1.09%

(3) Dividend policy and implementation

1. Dividend policy in the Articles of Incorporation

- (1) To motivate employees and the management team, if there is still surplus after making up losses from the profit before tax for the current year, after deducting employee compensation and director compensation, the Company shall distribute no less than 5% as employee compensation (25% as non-executive employees compensation) and no more than 5% as director compensation. Employee compensation (including non-executive employees) may be in the form of shares or cash, and director compensation shall be in cash. The distribution shall be approved by a resolution adopted by a majority vote of the directors present at a board meeting attended by two-thirds or more of the total number of directors. The distribution of employee compensation (including non-executive employees) shall also be reported at the Shareholders' Meeting. The distribution of employee compensation (including non-executive employees) shall include employees of the Company's directly or indirectly held subsidiaries with more than 50% ownership.

Non-executive employees refer to those who are not managerial officers and whose salary levels are below a certain amount, and the level must not be lower than the salary level of non-executive employees as defined in the Regulations Governing Additional Deduction of Salary Expenses for Small and Medium Enterprises' Employee Pay Raises.

- (2) The calculation of the remuneration of the Company's directors shall be handled in accordance with Article 9 of the Company's Board of Directors Performance Evaluation Regulations. (That is: The results of the performance evaluation of the Company's Board of Directors shall serve as a reference basis for the selection or nomination of directors; and the results of the individual director's performance evaluation shall serve as a reference basis for determining their individual salary remuneration.)
- (3) If the Company has a surplus in its annual final accounts, it shall be distributed in the following order:
- A. Pay applicable taxes.
 - B. Make up for losses.
 - C. Set aside 10% as the statutory surplus reserve, unless the statutory surplus reserve has already reached the total capital of the Company.
 - D. Provide or reverse the special surplus reserve as required by

relevant laws and regulations.

- E. If there is still surplus profit, it shall be combined with the undistributed earnings from the beginning of the period as the accumulated distributable earnings for shareholders. The Board of Directors shall propose a profit distribution plan and submit it to the Shareholders' Meeting for resolution and distribution.

For the distribution of dividends to shareholders or the distribution of all or part of the statutory surplus reserve and capital reserve in cash as required by laws and regulations mentioned in the preceding paragraph, the Board of Directors is authorized to make a resolution with the attendance of more than two-thirds of the directors and the approval of more than half of the attending directors, and report to the Shareholders' Meeting.

- (4) The Company shall take into account the Company's operating environment, growth stage, future capital needs, and long-term financial planning, as well as satisfy shareholders' needs for cash inflow. The Company may distribute dividends from the distributable earnings referred to in Article 26 depending on future operating conditions. Shareholder dividends shall be 10% to 100% of the accumulated distributable earnings, with cash dividends ranging from 10% to 100% of the total shareholder dividends and stock dividends ranging from 0% to 90% of the total shareholder dividends.

- 2. Distribution of dividends proposed at the Shareholders' Meeting:

The Company's 2025 statement of profit and loss allocation was approved by the board of directors on March 12, 2026, and will be submitted to the annual shareholders' meeting for approval. The company does not plan to distribute dividends this year.

- (4) Impact on the business performance and earnings per share of the Company resulting from stock dividend distribution proposed at the Shareholders' Meeting:

The Company's income statement for the year 2025 was approved by the Board of Directors on March 12, 2026, and will be submitted to the general shareholders' meeting for approval. No dividends are proposed to be distributed for the year, and there will be no impact from any issuance of bonus shares.

Item	Year	Fiscal Year 2025 (Estimated)	
Beginning paid-in capital (NT\$)		611,767,890	
2025 Allocation of Stock Dividends and Cash Dividends	Cash Dividends Per Share (NT\$)	-	
	Shares issued for capital increase from earnings (shares)	-	
	Shares issued for capital increase from capital surplus (shares)	-	
Changes in operating performance	Operating Income	Not applicable (Note 1)	
	Increase (decrease) in operating profit compared to the same period last year		
	Net income after tax		
	Increase (decrease) in net income after tax compared to the same period last year		
	Dividend per share		
	Increase (decrease) in earnings per share compared to the same period last year		
	Average Annual Return on Investment (Reciprocal of Average Annual P/E Ratio)		
Pro forma earnings per share and price- earnings ratio	If all capital increase from retained earnings is replaced by cash dividend distribution	Pro forma earnings per share	Not applicable (Note 1)
		Pro forma annual average return on investment	
	If Capital Surplus and Earnings had not been Transferred to Capital Increase	Pro forma earnings per share	Not applicable (Note 1)
		Pro forma annual average return on investment	
	If no capital increase from capital surplus and capital increase from retained earnings is replaced by cash dividend distribution	Pro forma earnings per share	Not applicable (Note 1)
		Pro forma annual average return on investment	

Note1: In accordance with the Regulations Governing the Publication of Financial Forecasts of Public Companies, the Company does not have publicly disclosed financial forecast information for the year 2025, and therefore there is no estimated data for the year 2025.

(5) Employee and Director Compensation

1. The percentages or ranges of employee and director compensation as stated in the Articles of Incorporation: Please refer to (3) above.

2. The basis for estimating employee and director compensation amounts in the current period, the calculation basis for the number of shares for employee compensation distributed as stock, and the accounting treatment if there is a discrepancy between the actual distribution amount and the estimated amount:
 - (1) The Company's estimated earnings distribution for 2025 is based on the distribution conditions set forth in the Company's Articles of Incorporation.
 - (2) The Board of Directors has approved that no employee compensation will be distributed for 2025.
3. Information on compensation distribution approved by the Board of Directors:
 - (1) The amount of employee compensation and director and supervisor compensation distributed in cash or stock. If there is a discrepancy between the distributed amount and the estimated amount recognized as an expense for the year, the difference, reasons, and handling method should be disclosed:

The Company's 2025 directors' compensation and employee compensation proposal was resolved at the Board of Directors meeting on March 12, 2026, with no employee compensation being distributed.
 - (2) The amount of employee compensation distributed as stock and its proportion to the sum of net income after tax in the current period's parent company only or individual financial reports and the total employee compensation: Not applicable.
4. The actual distribution of employee and director compensation in the previous year (including the number of shares, amount, and share price), and if there is a discrepancy between the actual distribution and the recognized employee and director compensation, the difference, reasons, and handling method should be described:
 - (1) Distributed employee cash bonuses of NT\$0 and director compensation of NT\$960,000.
 - (2) Distributed employee stock bonuses of NT\$0.
 - (3) Reason for the difference between actual distribution and resolved distribution: The employee compensation for the previous year was NT\$19,668,500, but due to poor revenue performance, after consideration, it was decided to distribute it in installments.

(6) Company's repurchase of its own shares:

1. Company's repurchase of its own shares (completed)

Buyback period	Fourth time	Fifth time
Buyback purpose	Transfer shares to employees	Transfer shares to employees
Buyback period	From July 1, 2022 to August 29, 2022	From April 23, 2025 to June 22, 2025
Buyback price range	NT\$18 to NT\$43	NT\$16 to NT\$36
Type and quantity of shares already repurchased	Common shares 1,000,000 shares	Common shares 1,275,000 shares
Amount of shares already repurchased	29,644,573	33,579,982
Percentage of shares repurchased compared to the planned repurchase quantity (%)	50.0%	63.75%
Number of shares that have been canceled and transferred	1,000,000 shares	0 shares
Accumulated quantity of company shares held	0 shares	1,275,000 shares
Accumulated quantity of company shares held as a percentage of Ratio to Total Issued Shares (%)	0.00%	2.08%

Note: The most recent treasury stock execution period is from April 23, 2025 to June 22, 2025. As of the print date, the cumulative shares of the Company held are 1,275,000 shares.

2. Status of the Company's buyback of its own shares (currently in progress):
None

2. Implementation status of corporate bonds (including overseas corporate bonds):

(1) Implementation status of corporate bonds:

Type of corporate bond	Domestic Third Unsecured Convertible Corporate Bonds
Issuance (Processing) Date	2024/03/07
Face value	Each bond has a face value of NT\$100,000
Issuance and trading location	Domestic
Issue Price	108.9300
Total amount	NT\$300 million
Interest rate	Coupon rate 0%
Term	Five-year term - Maturity date: 2029/03/07
Guarantor	None
Trustee	Trust Department, SinoPac Commercial Bank Co., Ltd.
Underwriter	KGI Securities Co. Ltd. 920T
Signing Attorney	N/A
Signing Accountant	PwC Taiwan CPAs Yu, Chih-Fan, Huang, Shih-Chun
Repayment Method	Bullet repayment at maturity
Outstanding Principal	NT\$299,700,000
Terms for Redemption or Early Repayment	Please refer to the Issuance and Conversion Methods of this Corporate Bond

Restrictive Covenants		Please refer to the Issuance and Conversion Methods of this Corporate Bond
Name of Credit Rating Agency, Rating Date, Corporate Bond Rating Result		None
Other Attached Rights	Amount of Common Shares, Global Depository Receipts, or Other Securities Converted (Exchanged or Subscribed) as of the Annual Report Printing Date	0
	Issuance and Conversion (Exchange or Subscription) Methods	Please refer to the Issuance and Conversion Methods of this Corporate Bond
Issuance and Conversion, Exchange or Subscription Methods, Issuance Conditions' Potential Dilution Effect on Equity and Impact on Existing Shareholders' Rights		The outstanding corporate bonds issued by the company are the Domestic Third Unsecured Convertible Corporate Bonds. As of March 31, 2026, the unconverted balance is NT\$299,700,000, which has no significant impact on shareholders' equity.
Name of Custodian Institution for Exchange Underlying Assets		None

(2) Convertible Corporate Bond Information:

Type of corporate bond		Domestic Third Unsecured Convertible Corporate Bonds
Item	Year	2024
	Market Price of Convertible Corporate Bond	
	Highest	111.55
	Lowest	96.00
	Average	104.25
Conversion Price		NT\$34.2000
Issue (Implementation) Date and Conversion Price at Issuance		Issued on March 7, 2024, with a conversion price of NT\$34.2000 at issuance
Method of Fulfilling Conversion Obligations		Issuance of New Shares

(3) Exchangeable Corporate Bond Information: None.

(4) General Shelf Registration of Corporate Bond Issuance: None.

(5) Corporate Bonds with Warrants Information: None.

3. Special Shares Implementation Status: None.

4. Overseas Depository Receipts Implementation Status: None.

5. Employee Stock Options Implementation Status:

(1) Information about the Company's Unexpired Employee Stock Options:

Employee Stock Options Implementation Status

March 31, 2026

Employee Stock Options Types	First Employee Stock Options
Effective Date of Registration and Total Number of Units	Effective September 13, 2024 Total of 3,000 units
Issuance (Processing) Date	2014/11/05
Number of Units Issued	3,000
Number of Units Available for Issuance	0
Number of Shares Available for Subscription Ratio to Total Number of Issued Shares	4.9%
Subscription Existence Period	2024/11/05~2030/11/04
Exercise Method	Pursuant to the Issuance and Subscription Regulations
Restricted Subscription Period and Ratio (%)	2024/11/05~2026/11/04
Number of Shares Already Acquired	0
Amount of Subscription Already Executed	0
Number of Unexecuted Subscriptions	0
Subscription Price per Share for Unexecuted Subscriptions	32,30
Percentage of Unexecuted Subscriptions Ratio to Total Issued Shares (%)	4.9%
Impact on Shareholders' Equity	None

- (2) The names of managerial officers who have acquired employee stock options, and the top ten employees who have acquired stock options with the amount of acquisition reaching NT\$30 million or more, as well as the status of acquisition and subscription as of the printing date of the annual report:

March 31, 2026; Unit: Thousand Shares

	Title (Note 1)	Name	Number of Subscription Rights Acquired	Number of Subscription Rights Acquired as a Percentage of Total Issued Shares (Note 4)	Completed (Note 2)			Not Completed (Note 2)				
					Number of Shares Subscribed	Subscription Price (Note 5)	Amount of Subscription	Number of Subscription Rights Acquired as a Percentage of Total Issued Shares (Note 4)	Number of Shares Subscribed	Subscription Price (Note 6)	Amount of Subscription	Number of Subscription Rights Acquired as a Percentage of Total Issued Shares (Note 4)
Managerial Officer	Chairman	Tsao, Tse-Cheng	1,000	1.63%	-	-	-	-	1,000	32.30	32,300	1.63%
	Senior Vice President	Liu, Shan-Yuan										
	Senior Vice President	Fan, Chung-Jung										
	Consultant	Lin, Ying-Hao										
	Vice President	Hsueh, Chien-Feng (resigned)										
	Vice President	Wang, Ping-An (resigned)										
	Senior Assistant Vice President	Wang, Hua-Yi										
	Vice President	Ko, Tsung-Nan										
	Vice President	Lee, Zheng-Zhe (resigned)										
	Vice President	Chang Wen-Hsien										
Employees Note: 3	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-

Note 1: Including managerial officers and employees (those who have resigned or deceased should be noted), individual names and job titles should be disclosed, but their acquisition and subscription status may be disclosed in aggregate.

Note 2: The number of columns should be adjusted according to the actual number of issuances.

Note 3: The top ten employees who acquired subscription rights refer to employees other than managerial officers.

Note 4: The total number of issued shares refers to the number of shares listed in the registration data of the Ministry of Economic Affairs.

Note 5: For employee stock options that have been exercised, the exercise price at the time of execution should be disclosed.

Note 6: For employee stock options that have not been exercised, the adjusted subscription price calculated according to the issuance regulations should be disclosed.

5-1. Implementation Status of Restricted Employee Shares:

- (1) Information regarding restricted employee shares that have not fully met the vesting conditions: None.
- (2) Names of managerial officers who have acquired restricted employee shares and the top ten employees who have acquired the most restricted employee shares, and the status of their acquisitions as of the printing date of the annual report: None.

6. Issuance of New Shares Due to Mergers or Acquisitions of Shares of Other Companies: No such situation.

7. Implementation Status of Capital Allocation Plans: Not applicable.

IV. Business Overview

1. Business Activities

(1) Scope of Business

1. Primary Content of Business Operations

- (1) F401010 International Trade
- (2) I501010 Product Designing
- (3) CB01020 Affairs Machine Manufacturing
- (4) F113050 Wholesale of Computers and Clerical Machinery Equipment
- (5) CC01030 Electrical Appliances and Audiovisual Electronic Products Manufacturing
- (6) F113020 Wholesale of Electrical Appliances
- (7) I301010 Software Design Services
- (8) CC01060 Wired Communication Mechanical Equipment Manufacturing
- (9) CC01070 Wireless Communication Mechanical Equipment Manufacturing
- (10) CC01080 Electronics Components Manufacturing
- (11) CC01110 Computer and Peripheral Equipment Manufacturing
- (12) F401021 Telecommunications Controlled Radio Frequency Equipment Input Industry
- (13) CC01020 Electric Wires and Cables Manufacturing
- (14) CC01990 Other Electrical Engineering and Electronic Machinery Equipment Manufacturing
- (15) CC01100 Manufacture of Telecommunications Controlled Radio Frequency Equipment
- (16) I301020 Data Processing Services Industry
- (17) I301030 Electronic Information Supply Services Industry
- (18) ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

2. Business Ratios at Present

Unit: NT\$ Thousand

Product Name	2025	
	Share of total amount	
Computer Peripheral Products	2,935,673	100.00%
Total	2,935,673	100.00%

3. Products (Services) Currently Offered by the Company

We are dedicated to providing efficient computer peripheral connectivity solutions for modern office environments. As a leading industry supplier of docking stations and audio-visual conversion equipment, our products cover a variety of wired interfaces from USB-C to Thunderbolt 5, and support Wi-Fi wireless connectivity.

Our docking stations can easily extend to multiple displays, helping users increase productivity and efficiency in multitasking. In addition, our USB expansion devices paired with existing docks provide seamless solutions for enterprise video conferencing, enabling smoother remote collaboration.

These products provide flexible and efficient support for digital transformation needs in an ever-changing work environment.

As the company continues to expand its product line, in 2026 ATEN will remain committed to providing more innovative solutions that meet market demands, embracing more challenges and opportunities.

4. New Products Planned for Development

The Company, in developing new products, will continue to advance various technological innovations based on current trends in innovative technology and market applications. The Company focuses on four key product categories: AI eGPU Dock, Smart Managed Dock, Smart Conference Hub, and AIoT Sensing.

Together, they construct a complete AI collaborative ecosystem, redefining professional scenarios and long-term care needs with computing power, high-speed connectivity, fast storage, secure collaboration, and intelligent sensing at its core.

Future product planning will focus on three major areas: Docking Station (Docking), Conference Room Solutions (Conference), and Artificial Intelligence (AI) applications.

(1) AI eGPU Dock

The AI eGPU Dock combines the computing acceleration of an external GPU with the high-speed connectivity of a Thunderbolt Dock, and integrates a fast storage architecture of NAS/DAS.

It simultaneously meets the demands of AI inference, rendering, and large-capacity data access, enabling medical clinics to analyze images in real time, creative studios to process assets quickly, and cross-border teams to share and collaborate on data.

This is an upgrade from an external GPU solution to an integrated architecture encompassing computing performance, high-speed interconnects, and high-speed storage.

(2) Smart Managed Dock

The Smart Managed Dock is not merely a tool for connecting devices, but a core solution purpose-built for the new-paradigm office environment.

As hybrid work and hot-desking become increasingly prevalent, employees need device support that enables quick workstation switching and plug-and-play functionality, as well as secure and reliable data connectivity, transforming the office from a fixed space into an intelligent, flexible, and secure collaborative scenario.

(3) Smart Conference Hub

The Smart Conference Hub upgrades meeting rooms into intelligent collaboration centers, offering either wired long-distance extension or wireless convenience for more flexible deployment.

Aligned with KVM and BYOD/BYOM trends, the Smart Conference Hub enables seamless multi-device integration within the same environment, delivering a stable yet flexible intelligent meeting experience.

(4) AIOT Sensing

AIOT Sensing combines IoT technology with AI analysis to create an intelligent detection system designed specifically for the needs of an aging population and long-term care.

It enables real-time monitoring of environmental and user conditions, leveraging AI to identify abnormal behavior or health risks and provide early warnings and assistance. From clinics to long-term care centers and smart homes, AIOT sensing transforms detection into intelligent care.

We will continue to monitor global market dynamics, actively develop and launch innovative products that meet future demands, and with practical applications as our core focus, provide more high-performance, highly interactive technological solutions for businesses and individuals.

(2) Industry Overview

1. Current status and development of the industry

In 2026, the global AI market is rapidly entering a period of maturity. Generative AI has expanded from text to image, voice, and multimodal applications, while Agentic AI has begun to be deployed in enterprise processes, becoming a core tool for improving efficiency.

At the same time, the responsible use of AI and the establishment of trust are gradually becoming market focal points, with safety and reliability in

healthcare, creative, and long-term care scenarios becoming a common concern across industries.

High-Performance Computing and Fast Storage

With the proliferation of generative AI and large language models, market demand for high-performance computing power has risen rapidly. Mobile workers, the creative industry, and healthcare scenarios all require desktop-level computing power, while also relying on high-speed storage and data stream integration.

The combination of Thunderbolt 5, PCIe Gen4 SSD, and NAS/DAS is becoming the foundation of next-generation workflows.

Hybrid Work and Hot-Desking

Hybrid work models have been widely adopted by enterprises globally, with employees flexibly switching between the office and remote locations. Hot-desking (shared seating) is rapidly proliferating, driving office environments to shift from fixed spaces toward intelligent, plug-and-play collaborative scenarios.

This has also driven demand for Docking Stations and intelligent management systems to ensure stability and compliance in multi-device collaboration.

Smart Meeting Rooms and Multi-Device Integration

The BYOD/BYOM trend requires meeting rooms to support seamless integration of multiple devices. Enterprises require both the stability of wired connections and the convenience of wireless connectivity to accommodate different scenarios.

Smart meeting rooms are evolving from a 'collection of equipment' to intelligent collaboration hubs, integrating KVM, AI operations, and multi-device switching, becoming the core of cross-national teams and hybrid work.

Smart Detection and Long-Term Care

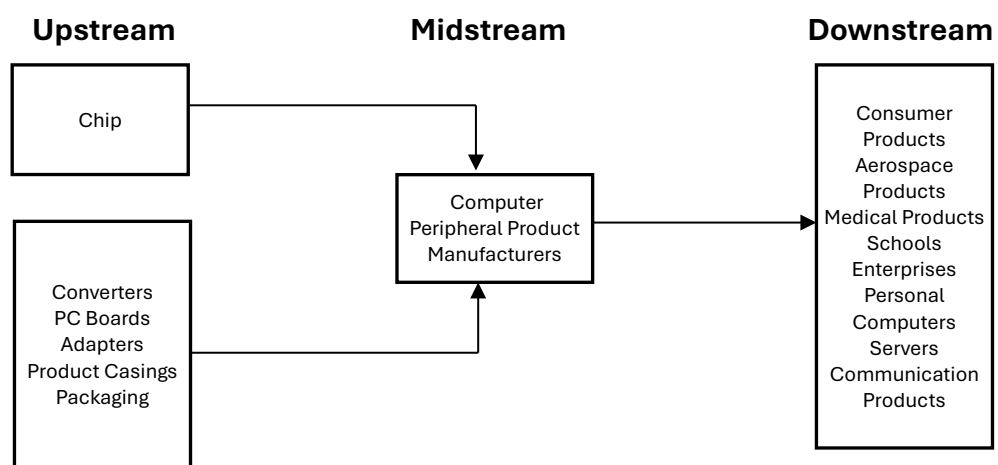
Global aging is accelerating, and demand in the smart healthcare and long-term care markets is strong. AI+IoT technology is widely applied in health monitoring, abnormal behavior detection, and home safety.

Smart detection systems can monitor environments and user conditions in real time, and provide early warnings and assistance through AI analysis, becoming a core solution for medical clinics, long-term care centers, and smart homes.

2. The relevance of upstream, midstream, and downstream industries

The Company's business activities include product research and design, production and manufacturing, and sales and marketing. Our main products are computer peripherals, including computer I/O interface conversion devices, audio/video expansion devices, and multifunctional integrated expansion docking stations.

Product designs are primarily based on customer and market demands, integrating relevant functional components, and developing hardware, firmware, and software in-house; it falls under the mid-stream industry in the industry chain. The industry relationship diagram is shown below:



3. Various product development trends

The current development trends of the four major product lines all correspond to rapid industry growth: the AI GPU market CAGR is approximately 30–36%, the Docking Station market CAGR is approximately 6–10%, the smart meeting room solutions CAGR is approximately 12%, and the IoT medical market CAGR is approximately 15–21%.

These figures indicate that computing power, hybrid work, smart meeting rooms, and smart detection all possess strong growth momentum.

(1) AI eGPU Dock: High-Performance Computing and Fast Storage

The proliferation of generative AI and large language models is driving a rapid surge in demand for GPU computing power.

The global AI GPU market was valued at approximately USD 17.58 billion in 2024 and is expected to reach USD 113.93 billion by 2032, with a CAGR of 30.6%.

This indicates that the integration of computing power and fast storage will become a core trend, with AI eGPU Docks continuing to evolve into

edge AI computing platforms supporting medical imaging, creative rendering, and real-time collaboration across multinational teams.

(2) Smart Managed Dock: Hybrid Work and Hot-Desking

Hybrid work and hot-desking have become the norm for enterprises worldwide, driving steady growth in the Docking Station market.

The global Docking Station market is projected to be valued at approximately USD 1.16 billion in 2026 and reach USD 3.99 billion by 2035, with a CAGR of approximately 6.9%.

Smart Managed Docks will evolve from a connectivity tool into intelligent office management hub, combining AI management agents and zero-trust security architecture to ensure the stability and compliance of multi-device collaboration.

(3) Smart Conference Hub: Intelligent Meeting Rooms and Multi-Device Integration

The BYOD/BYOM trend is driving the need for conference rooms to support multi-device integration. The global conference room solutions market is projected to be valued at approximately USD 2.1 billion in 2026 and reach USD 6.7 billion by 2036, with a CAGR of approximately 12.3%.

Smart Conference Hubs will continue to enhance the stability of wired mode and the convenience of wireless mode, while integrating KVM and AI operations, moving toward multimodal collaboration and cross-border remote synchronization to become intelligent collaboration centers.

(4) AIOT Sensing: Intelligent Detection and Elderly Care

Global aging is accelerating, and demand in the smart healthcare and long-term care markets is strong. The IoT healthcare market is projected to be valued at approximately USD 207.4 billion in 2026 and reach USD 483.7 billion by 2031, with a CAGR of approximately 18.5%. AIOT Sensing will evolve from simple environmental monitoring into an intelligent care platform, combining AI behavioral pattern analysis and cross-domain integration (clinics, long-term care centers, and smart homes) to become core infrastructure for an aging society.

4. Competition

Looking at the competitive landscape of the Docking Station market: the Docking Station market is currently a mature yet continuously evolving competitive market, with both major players and startups coexisting. The competitive focus lies in interface evolution, feature differentiation, and scenario-based applications.

Competitive pressures stem from intense competition in the consumer market, with low-cost brands rapidly gaining market share, lowering technological barriers. Insufficient differentiation means many products share similar features, requiring brands to distinguish themselves through design, management functions, or scenario-based applications.

Facing such a competitive environment, Toshod leverages its R&D advantages, with a response strategy focused on developing technological differentiation and pursuing market segmentation. Integrated functionality: Not merely a connectivity tool, but a combination of fast storage, network security, and AI management agents, making the Dock the core of a smart office. Modular design: Offering expandable Docking modules that allow enterprises to add GPU, network, or storage modules according to their needs, creating differentiation.

(3) Technology and R&D overview

1. Research and development expenditures for the most recent year and up to the Annual Report publication date

Unit: NT\$ Thousand

Year	R&D Expenses	Net Operating Revenue	R&D Expenses Share of Net Revenue
As of December 31, 2025	189,426	2,935,673	6%
As of March 31, 2026	45,513	640,477	6%

2. Technologies or products successfully developed in the most recent year and up to the Annual Report publication date

Over the past year, Good Way has continued to strengthen its R&D team's capabilities, with the goal of innovating and delving into new technology areas for the R&D team. In addition to continuing to collaborate with Intel on the next-generation Thunderbolt 5 series products, we have also worked with Google to complete the WWCB dock designed specifically for Chromebooks and have begun mass production and shipments.

The Thunderbolt 5 Dock can output 4 4K high-resolution displays, providing an ideal expansion device for enterprise users who need multiple screens to improve work productivity, as well as for SOHO or home workers. In addition to Thunderbolt 4 technology and Smart Power intelligent power design, it also supports the latest PD 3.1 technology, increasing PD charging up to 140W.

Additionally, there has been a breakthrough in integrating GaN power (gallium nitride charger) design into external power supplies. GaN power integrator design has the advantages of higher conversion efficiency and lower overall heat volume compared to traditional designs. Introducing

GaN power design can contribute to improving the power efficiency ratio and product form factor optimization.

WWCB dock is designed specifically for Chromebooks and supports online cloud ChromeOS automatic firmware updates.

Due to the widespread demand for hybrid work, cybersecurity has always been a challenge that IT personnel need to address. Via IOT technology, Good Way Dock has successfully developed Smart Dock, through which IT personnel can remotely monitor Docks via public cloud, private cloud, or hybrid cloud, enabling control, maintenance, and automatic firmware updates. Combined with enterprise cybersecurity software services, not only does it improve employee productivity, but also ensures cybersecurity within the enterprise.

In docking technology innovation and product development, we collaborate with world-class top IC companies, and cooperate with many international manufacturers to design and develop products, such as joint development with Acer, ASUS, and Lenovo!

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

1. Short-term business development Plans:

(1) Marketing strategies

- A. Deepening Existing Accounts: Good Way has long maintained partnership relationships with major global brand customers in both commercial and consumer markets. In addition to regularly updating product planning proposals to customers, Good Way proactively consults with customers on their expansion plans and emerging needs to help jointly explore business opportunities.
- B. Expanding Customer Base: Leveraging Good Way's high-quality and innovative product solutions to extend sales opportunities beyond computer peripherals, while expanding Good Way's existing customer base to broaden access to the consumer market.
- C. Industry Alliances: Strengthening strategic partnerships with major application IC companies in related fields to stay ahead of market trends and seize early development opportunities, thereby building a triangular innovative development collaboration with major brand manufacturers and upstream strategic partners.

(2) Research and Development strategies

- A. To achieve the goal of technological leadership, evaluation and necessary prototype implementation of new chip launch

solutions are incorporated during the early development stage, enabling timely and stable product introduction when demand arises.

- B. Introducing automated manufacturing testing in the product development and design stage to assist factories in improving their processes, reducing costs, and providing high-quality products. Providing relevant technical support for the production introduction of new products in different fields, such as eGPU and Conference products.
- C. Actively participate in various association forums and new technology presentations by chip manufacturers to understand new technology specification trends and upstream chip dynamics, in order to create the best product system peripheral compatibility quality.
- D. Conduct feasibility assessments and identify suitable short-, mid-, and long-term planning strategies for the company regarding various high-speed computer peripheral requirements, security surveillance use cases, and AI-related products.
- E. In terms of technological innovation and product development, we collaborate with world-class top IC companies such as Intel Thunderbolt technology, USB Association V4.2 version, USB-IF PD 3.1 specification design and implementation, and cooperate with many international manufacturers in design and development, gaining certification and adoption from international manufacturers. Further research and development will also be invested in IC suppliers and technical capabilities related to conference applications.

(3) Production strategies

- A. Promoting e-enabled flexible production to quickly respond to customer needs.
- B. Electronic SOP production, optimized IE work hours, rapid and flexible line switching to meet customers' requirements for quick shipping of multiple items.
- C. Strengthen the Pull System production mode, in order to shorten the lead time and reduce work in progress (WIP).
- D. Self-developed production testing tools and procedures that increase product testing accuracy and efficiency, while effectively reducing internal production testing costs and manual visual assessment.

(4) Financial strategies

Achieve the goals of financial soundness and optimal utilization of funds through a stable and robust operating approach.

(5) Management strategies

In response to geopolitical developments and customer requirements, in addition to continuously promoting full information connectivity across Taiwan, China subsidiaries, and the US subsidiary to improve operational efficiency and rapidly respond to customer needs.

Furthermore, in response to geopolitical policies and the potentially rising effects of unilateralism, the company has established a factory in Vietnam as a third overseas manufacturing base, thereby strengthening production and supply chain resilience and expanding operational efficiency and momentum.

2. Long-term business development plans

(1) Marketing strategies

- A. Expand and integrate software and hardware technologies with AI and Smart as the core focus, creating value for large commercial clients and thereby securing design and manufacturing opportunities.
- B. Gradually expand product planning from a single-product orientation to providing customers with system solutions in areas such as conferencing, education, healthcare, entertainment, broadcasting, and business, establishing high competitive barriers through software-hardware integration capabilities combined with the advantage of co-development with customers.

(2) Research and Development Strategies

- A. Continuously develop new technologies and apply for patents to protect research and development results.
- B. Grasp key technologies, continuously invest in research and development, build core research and development technologies, increase competitive barriers, and strengthen the Company's competitive advantages.
- C. By forming strategic alliances with upstream chipmakers, collaborate on product development to gain access to the latest technological support and design expertise. This allows Good Way to seize market opportunities and potentially secure exclusive product technologies to dominate certain niche markets.

- D. Further analyze the market feedback on usage scenarios and optimizations, make analysis and product design adjustments, in order to further improve the future product acceptance and favorability.
- E. Regarding the AI trend, the company has also given much thought to Docking applications in AI PCs, and based on existing design foundations and market demands, has incorporated relevant AI functions to achieve one-click processing, automatic app updates, or reporting capabilities.

(3) Production strategies

- A. Localizing and scientizing production management, cultivating the local labor market, reducing staff turnover and mobility rate.
- B. Standardized production not only enhances product reliability but also reduces the number of operators, changing the production workforce structure and labor cost structure.
- C. Integrate and guide suppliers to introduce TPS, achieve JIT, cost reduction, shorter lead times, quality assurance, and strengthen them as long-term partners of Good Way.
- D. Automated equipment and collaboration with third parties to introduce AI equipment into the testing process, effectively reducing personnel workload and improving production efficiency. Increasing factory production scale and expanding capacity to meet global order demands.

(4) Financial strategies

Fully utilize the diversified financing channels and wealth management tools in the capital market to build a robust financial structure.

(5) Management strategies

In response to technological evolution, industry changes, and customer demands, in addition to strengthening early engagement between business, product marketing, R&D and clients to grasp next-generation product directions and technology trends early, we are also actively recruiting professional senior talent to launch more explosive product lines, establishing operational momentum for sustainable business in the next generation.

2. Market overview, production and sales

(1) Market Analysis

1. Main sales (service) areas of goods (services)

Unit: NT\$ Thousand

Year Region		2025	
		Sales Amount	Percentage of Revenue
Domestic Sales		23,926	0.82%
Export	Asia	1,037,613	35.34%
	Americas	1,501,143	51.13%
	Europe	364,403	12.41%
	Others	8,588	0.29%
	Subtotal	2,911,747	99.18%
Total		2,935,673	100.00%

2. Market Share

Good Way has been in the computer peripherals business for over forty years, with products have not only been sold through major computer channels and retail outlets in Europe and the United States, but we have also worked directly with internationally renowned computer manufacturers to develop and customize products. Our main product, the commercial docking station, covers USB 3.0, USB-C, and Thunderbolt interfaces. We were the world's first USB 3.0 Docking supplier, leading many other brands. Notably, Good Way was designated by Intel as a recommended ODM design and manufacturing partner for Thunderbolt, and has become the best partner for many ODM brands.

Good Way's Thunderbolt 4 Dock was the first in the world to receive Intel and Apple certification and entered mass production at the end of 2020. Its Thunderbolt 5 Dock was also the first to be certified and began mass production at the end of 2024.

3. Future market supply, demand situation and growth potential

The future supply and demand conditions and growth prospects of the Docking Station market is expected to show a dual trend of sustained demand expansion and accelerating supply-side evolution, indicating continued growth potential. From the demand side, hybrid work has become the norm for enterprises worldwide, with employees flexibly switching between the office and remote locations, and the growing prevalence of hot-desking further driving Docking Stations to become essential equipment.

With the widespread adoption of USB-C and Thunderbolt 5, the next generation of laptops and workstations almost all require a Dock to support multi-monitor output, high-speed networking, and multi-device integration.

In professional settings such as medical clinics, creative studios, and engineering design environments, higher bandwidth and stability are required, driving docking stations to evolve from peripheral accessories into core workstations.

On the supply side, major PC manufacturers such as Dell, HP, and Lenovo continue to release enterprise-grade Docks emphasizing stability and IT management integration; meanwhile, accessory brands such as Anker, Belkin, and CalDigit compete fiercely in the consumer market, offering a diverse range of options.

With the technological evolution of Thunderbolt 5 and USB4, manufacturers are accelerating the release of high-bandwidth, multi-functional Docks, and supply continues to increase. This supply structure indicates that the market is gradually evolving from traditional hardware connectivity toward intelligent, scenario-based Docking solutions.

In terms of growth, the global Docking Station market is valued at approximately USD 4.59 billion in 2025 and is projected to reach USD 6 billion by 2030, with a CAGR of approximately 5.6%; other research indicates a CAGR of up to 9.8%, driven primarily by hybrid work and the widespread adoption of USB-C.

The Asia-Pacific region is experiencing the fastest demand growth, particularly in China, Taiwan, Japan, and South Korea, due to the high adoption rate of hybrid work and high-bandwidth applications. In the long term, Docking Station will evolve beyond simple connectivity tools into core devices for smart offices, integrating security management, AI traffic optimization, and scenario-based applications to become critical infrastructure for enterprise digital transformation.

Overall, the supply and demand dynamics of the Docking Station market will maintain steady growth, with the demand side driven by hybrid work and professional use cases, and the supply side propelled by technological evolution and brand competition, forming a growth market with a CAGR of approximately 6–10%, with the Asia-Pacific region serving as the primary growth engine.

4. Competitive niche

(1) Product and market planning capability

Good Way's product roadmap capabilities have always been recognized by customers. Good Way has long focused on market research, new product development, keeping abreast of market trends and new industry technologies. We interact with customers in advance, share new information, discuss new product specifications, and often innovate niche products, providing customers with market

opportunities. In the mainstream competitive market, product feature differentiation increases the added value of goods, allowing customers to avoid price competition in the market.

(2) Product R&D capabilities and customized services

Since its establishment, Good Way has always emphasized innovation and R&D. Our R&D capabilities have been recognized by international companies. In addition to our R&D team's many years of rich experience in the industry, the company maintains good interactions with upstream and downstream manufacturers to quickly understand industry trends and seize technological opportunities.

Good Way implements a customer-oriented business philosophy, providing customized services from product specifications, R&D design, to tailored production processes, enhancing customers' reliance on and stickiness with the company.

In the future, the Company's product R&D direction will focus on high integration, high-speed signals, and software design. In addition to combining the trends of lightweight, thin, and compact product development, we will continuously improve product performance and closely align with market development directions, fully grasping market trends and responding to customer needs to enhance the company's competitive advantage.

In recent years, we have also incorporated Intel Thunderbolt technology, USB Association V4.2 version, and USB-IF PD 3.1 specifications into our designs and implementations. We have collaborated with many major international manufacturers such as Synaptics, Realtek, and VIA to develop and launch solutions featuring the latest technology, which have received certification from major international companies.

(3) Possessing mold manufacturing capabilities and high-end laboratory equipment necessary for product development measurement certification

In addition to possessing high-end auxiliary design research and development equipment and tools, the Company has also established various technology-related laboratories and high-end equipment:

- A. CNC mold making machinery and model manufacturing laboratory
- B. Product safety certification laboratory (EMI and ESD laboratory)
- C. USB, HDMI, DP and other signal measurement laboratories
- D. Thermal flow model analysis simulation software tools

- E. Type-C functional specification verification laboratory
 - F. Thunderbolt signal verification laboratory
 - G. RF high-frequency bandwidth detection and efficiency measurement laboratory
 - H. Constant temperature and humidity environment verification laboratory
- (4) Has abundant production capacity, well-established production system, and stable product quality

The Company has three global production sites in Kunshan, Jiangsu, China, Xizhi District, New Taipei City, and a new Vietnam factory to be added in 2025. We continue to expand production capacity, possessing abundant production scale, economies of scale in production capabilities, and flexible capacity allocation. This economic scale and flexibility in capacity allocation increases the difficulty for new competitors to enter the same production field, and our abundant production capacity has become an important competitive advantage when obtaining OEM orders from international brand manufacturers.

In addition, the Company has a well-established production system and is committed to optimizing design production processes and simplifying manufacturing processes to improve product quality and effectively control production costs. This makes our product prices competitive in the market, earning deep trust from customers and enabling us to maintain long-term stable supply relationships.

Whether in terms of company scale, production technology, or order-taking capacity, the company has good competitiveness in relation to industry peers and market position.

5. Favorable and unfavorable factors and countermeasures for future development prospects
- (1) Favorable factors

The development of Docking Stations benefits from several strong market drivers. First, hybrid work and hot-desking have become the norm for enterprises worldwide; employees need to quickly switch between different work environments, making the Dock an essential collaboration tool.

Second, the widespread adoption of USB-C and Thunderbolt 5 has transformed the Dock from a simple connectivity accessory into a high-bandwidth, multi-functional work hub. Furthermore, professional environments such as medical clinics, creative studios,

and engineering design have increasingly growing demands for stability and multi-monitor output, further driving the value enhancement of the Dock.

(2) Unfavorable factors and response strategies

There are numerous competitors, with major PC manufacturers and accessory brands coexisting, leading to serious product homogenization and significant price war pressures. While technological evolution brings new opportunities, it also raises R&D costs and technical barriers; failure to continuously innovate risks being displaced by the market. In addition, consumers still perceive the Dock as a peripheral accessory. Without effectively elevating this positioning, it will be difficult to break through intense market competition.

(3) Countermeasures

Facing these challenges, we need to respond with a differentiated strategy. On the technical side, we will be the first to adopt Thunderbolt 5, combined with AI management agents, security monitoring, and intelligent traffic optimization, to establish a technological barrier. On the market side, we adopt a segmentation strategy: emphasizing security and compliance for the enterprise market, focusing on high bandwidth and stability for the professional market, and competing on design and price for the consumer market.

On the promotional side, we highlight the application value of the Dock through specific scenarios such as medical clinics, creative studios, and hybrid offices, avoiding being drawn into pure price competition.

Overall, the development outlook for Docking Stations is 'steady growth but intensely competitive.' Through technology upgrades, scenario-based narratives, and market segmentation, we can elevate the Dock from an 'accessory' to a core device in the smart office, establishing a differentiated advantage in a market of continuously expanding supply and demand.

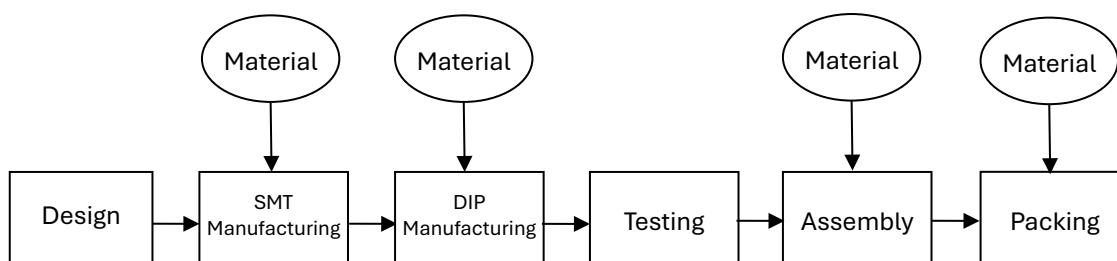
(2) Major Products' Important Applications and Manufacturing Process

1. Important Applications of Major Products

Main Products	Key Purposes and Functions
Docking Station	The main purpose and function is to use a single cable to extend or expand the existing (or non-existing) extension ports of the host computer, such as integrating network ports, data ports, USB interfaces, DP/DVI/HDMI dual (multiple) displays, stereo/microphone complex ports, cable lock slots, and power rectifiers into a single machine or equipment. The introduction of charging functionality allows the docking station to also provide power supply and charge the host device.
Signal Converter	(1) Ability to convert a USB signal into another video and audio output signal (2) Ability to convert one video and audio signal into another video and audio output signal (3) Ability to switch between analog and digital signals (4) Ability to provide one set of video and audio signals converted into multiple sets of video and audio signals
Router	USB-related peripheral application products, their main uses and functions are as follows: (1) The need for transferring large amounts of data and data exchange. (2) Plug-and-play capability. (3) Providing a multi-control PC environment for small and medium-sized enterprises and individuals.

2. Manufacturing process of main products

The main production processes of the Company's docking stations and routers are as follows:



(3) Supply Situation of Major Raw Materials

Major raw materials	Source	Supply situation
Chip	Company S	Good
	Company V	Good
	Company R	Good
	Electronics T	Good

Note: Good Way has signed a non-disclosure agreement with suppliers, therefore companies are displayed in codes.

(4) List of major suppliers and customers

1. Overview of major suppliers in the recent two years

Unit: NT\$ Thousand

Item Ranking	2024				2025				As of the prior quarter of 2025 (Note)			
	Name	Amount	Proportion of net purchase for the year (%)	Relationship with the issuer	Name	Amount	Proportion of net purchase for the year (%)	Relationship with the issuer	Name	Amount	Proportion of net purchase as of Q1 of the year (%)	Relationship with the issuer
1	Company B	385,878	17.26%	None	Company C	151,256	6.50%	None	Company C	53,024	11.63%	None
2	Others	1,850,365	82.74%	None	Others	2,177,613	93.51%	None	Others	402,870	88.37%	None
	Net purchase	2,236,243	100.00%	—	Net purchase	2,328,869	100.00%	—	Net purchase	455,894	100.00%	—

Note: Good Way has signed a non-disclosure agreement with suppliers, therefore companies are displayed in codes.

Analysis and explanation of changes in major suppliers:

The Company's major suppliers in the most recent two fiscal years (FY2024 and FY2025) were Company B and Company C. In FY2024, the net purchase amount from Company B accounted for 27.29% of the Company's total net purchases for that year. In FY2025, the supplier base was diversified to mitigate concentration risk, resulting in no single supplier accounting for 10% or more of total net purchases; the net purchase amount from Company B accounted for only 6.08% of the Company's total net purchases for that year.

2. List of Major Clients in the Most Recent Two Years

Unit: NT\$ Thousand

Item	2024				2025				As of the prior quarter of 2025 (Note)			
	Name	Amount	Proportion of net sales for the year (%)	Relationship with the issuer	Name	Amount	Proportion of net sales for the year (%)	Relationship with the issuer	Name	Amount	Proportion of net sales as of Q1 of the year (%)	Relationship with the issuer
1	Company A	1,746,009	62.71%	None	Company A	1,350,428	46.00%	None	Company A	296,726	46.33%	None
2	Company P	174,984	6.29%	None	Company P	246,281	8.39%	None	Company L	66,052	10.31%	None
3	Company W	111,317	4.00%	None	Company Q	185,299	6.31%	None	Company W	60,919	9.51%	None
	Others	751,812	27.00%		Others	751,812	25.61%		Others	217,989	33.85%	
	Total	2,784,122	100.00%		Total	2,935,673	100.00%		Total	641,686	100.00%	

Note: Good Way has signed a non-disclosure agreement with sales customers, therefore companies are displayed in codes.

Analysis and explanation of changes in major customers:

The company primarily serves information technology products, making major computer manufacturers who use IT products for end applications our main customer base. In 2024, affected by the global economic climate and customer demand, our main sales customers were well-known computer manufacturing companies A, P, and W, accounting for 62.71%, 6.29%, and 4.00% of our annual net revenue respectively.

In 2025, well-known computer manufacturing companies A, P, and W were the company's main sales customers, accounting for 46.00%, 8.39%, and 6.31% of our annual net revenue respectively.

3. Employees information in the two most recent fiscal years and up to the date of Annual Report publication

March 31, 2026

Year		2024	2025	2025 up to 03/31
Number of employees	Sales & Administrative	152	229	216
	Research & Development	90	97	98
	Facilities & Engineering	289	275	269
	Direct	172	208	183
	Total	703	809	766
Average age		45.84	40.32	40.77
Average length of service		4.61	4.89	5.25
Education Level Distribution Rate	Doctoral Degree	2	2	1
	Master's Degree	63	67	64
	College/University	334	390	382
	Senior high school	208	258	239
	Below senior high school	96	92	80

4. Environmental Protection Expenditure

- (1) Losses suffered due to environmental pollution in the most recent fiscal year and up to the date of the annual report printing (including compensation and violations of environmental regulations found during environmental protection inspections, which should list the date of penalty, penalty document number, articles of regulations violated, content of violation, and content of penalty), and disclosure of the current and future estimated amounts and response measures:

The Company has not suffered any losses or penalties from environmental pollution in the recent fiscal year and up to the date of printing of the annual report. At the same time, the Company's production lines, located in Xizhi District, New Taipei City, and Kunshan area in mainland China, strictly comply

with the environmental protection regulations and requirements of both sides. The Company has not caused any environmental pollution or incurred any related expenses from its production activities. In December 2021, the plant in mainland China installed solar energy equipment in response to the global environmental protection policies for green energy and carbon reduction, which received high praise from local governments and customers. The plant in Taipei, Taiwan, has obtained the Silver Green Building certification and implemented an energy monitoring system and installed LED energy-saving lamps for energy conservation. Effectively reduce energy waste. The newly established Vietnam plant commenced operations in 2025. As local awareness of environmental protection and clean energy rises, the Company also plans to conduct a solar energy equipment assessment in the first half of 2026 in alignment with local government initiatives, accelerating its response to green energy and environmental policies.

- (2) Management measures and compliance with the European Union's Restriction of Hazardous Substances (RoHS) Directive and REACH regulation on prohibited hazardous chemicals. In addition to having obtained ISO14001, ISO14064, ISO45001, and ISO50001 certifications, the company's products also comply with RoHS requirements. In the future, the company will continue to develop all products based on environmental protection concepts and continue to strive toward environmental sustainability. Starting from 2025, the company has also actively promoted green product production plans.

5. Labor-Management Relations

- (1) List the Company's various employee benefit measures, continuing education, training, pension system, and implementation thereof, as well as labor-management agreements and various employee rights protection measures:

1. Employee benefits measures, continuing education, and training situation

Since its establishment, the Company has actively promoted harmonious labor-management relations based on the recognition of labor-management co-existence and co-prosperity. It also values employee benefits and health, assisting employees in personal work and life to grow together with the Company. Employees are the core of the enterprise, and only happy and satisfied employees can create good work efficiency and satisfied customers, thereby fostering a prosperous and excellent company. Through the following benefits, Good Way strive to provide our employees with a comfortable working environment and atmosphere:

- (1) Bonus/Gift
 - A. Year-End Bonus
 - B. Employee Profit Sharing
 - C. Holiday Bonus

- D. Labor Day Bonus
 - E. Birthday Bonus
 - F. Mother's Day Gift
 - G. Father's Day Gift
- (2) Insurance
- A. Labor Insurance
 - B. National Health Insurance
 - C. Group Insurance
- (3) Leisure
- A. Domestic Travel
 - B. Domestic and Overseas Travel Subsidy
 - C. Department Dinner
 - D. Birthday Celebration
 - E. Family Day
 - F. Club Activities
 - G. Beach Cleanup
 - H. Charity Run Event
- (4) Institutional
- A. Meal Allowance
 - B. Comprehensive Education and Training
 - C. Meal Compensation
 - D. Smooth Promotion Channels
- (5) Facilities
- A. Reading Area
 - B. Nursing Room
 - C. Free Coffee Machine
 - D. Arts and Culture Corridor
- (6) Leave/Vacation System
- A. Five-Day Work Week
 - B. Annual Leave
 - C. Menstrual Leave
 - D. Prenatal Checkup Leave

- E. Maternity Leave
 - F. Paternity Leave
 - G. Family Care Leave
 - H. Official Leave
 - I. Birthday Leave
 - J. Volunteer Leave
- (7) Subsidies
- A. Wedding Gift Money
 - B. Childbirth Subsidy
 - C. Employee Continuing Education Subsidy
 - D. Travel Subsidy
 - E. Hospitalization Consolation Allowance
- (8) Others
- A. Employee Shopping Discount
 - B. Annual Health Examination
 - C. Wednesday Free Vegetarian Lunch Box
- (9) Education and Training Subsidies
- A. Senior Executive Book Club
 - B. Middle Management Book Club
 - C. Middle and Senior Management Consensus Camp
 - D. Host seminars every month, with topics covering finance/lifestyle/novelty/interests/charity/arts/health
 - E. External continuing education and training
 - F. Employee Association

From the most recent fiscal year up to the date of printing of the annual report, the company's education and training situation:

- (1) A total of 16 sessions in the R&D series, with a total of 240 participants
- (2) A total of 6 sessions in the team communication series, with a total of 213 participants
- (3) A total of 5 sessions in the workplace life series, with a total of 103 participants
- (4) A total of 33 sessions in the labor and human rights series, with a total of 656 participants

2. Retirement system and its implementation

The company's retirement system:

The Company's employee retirement system originally followed the regulations of the Labor Standards Act. After the Labor Pension Act was implemented on July 1, 2005, the defined contribution system was adopted.

After implementation, employees can choose to apply the retirement pension regulations under the Labor Standards Act or apply the retirement pension system under the Act and retain their years of service before the Act. For employees subjected to the Act, the Company's monthly contribution rate for employee retirement pensions shall not be less than 6% of the employee's monthly salary.

Implementation status of the company:

- (1) Regarding the old pension system for the company's employees, 2% is contributed monthly based on actuarial calculations into the labor retirement reserve fund account of the Good Way Company Labor Retirement Reserve Fund Supervisory Committee at the Trust Department of the Bank of Taiwan.

As for the new system, in accordance with the Labor Retirement Fund Monthly Contribution Wage Level Table published by the Labor Insurance Bureau, 6% of the employee's monthly salary is contributed to the employee's individual retirement account

- (2) The procedures and conditions for employees applying for retirement shall be implemented in accordance with the Company's issued retirement management regulations.
- (3) Since the announcement of the retirement management regulations until now, three employees have submitted retirement applications.

3. Circumstances of agreements between labor and management

The labor and management of our company maintain a harmonious relationship with open communication channels. Employee opinions are consistently valued and properly addressed by management. Since the company's establishment, no major labor-management disputes have ever occurred. Looking ahead, our company will continue to uphold the management philosophy of labor-management harmony and mutual prosperity, fostering positive interactions between both parties to create a win-win outcome for the company and its employees.

From the most recent fiscal year up to the date of printing of the annual report, the company has undertaken the following labor-management cooperation measures:

- (1) Regular Labor-Management Meetings: Held once per quarter for a total of five sessions, where representatives from both labor and management exchange opinions and negotiate on company operations and related issues to enhance communication efficiency and decision-making consensus.
- (2) Foreign Migrant Worker Symposiums: Symposiums were held separately for Indonesian and Vietnamese migrant workers employed at the factory, with a total of twenty sessions organized throughout the year, accumulating 271 participant attendances.
- (3) During the meetings, migrant workers engaged in thorough communication and feedback with company management representatives on issues of concern, with the aim of improving the work environment and employee satisfaction.

4. The condition of employee rights and interests protection measures

The Company has established comprehensive written management regulations, which clearly stipulate the rights, obligations, and welfare benefits of employees, in order to protect their interests. In addition to regularly interacting with employees during performance appraisal periods, we have also set up an anonymous suggestion box and an annual chairman's meeting to provide diverse communication channels, ensuring that employees can express their true thoughts. Furthermore, we have formulated whistleblowing and appeal management regulations, providing internal employees with an appeal mechanism and channels, and designated personnel to handle such matters, thereby safeguarding the rights and interests of employees.

5. Strengthen employee occupational safety and health, to build a happy workplace.

Employees are a vital asset of the enterprise. Our company references the spirit of the RBA to implement and establish various management policies, and under the premise of complying with human rights and labor-related regulations, strives to create an inclusive, gender-equal, and friendly workplace environment.

(1) Talent Attraction and Retention

Good Way adopts diversified recruitment channels, including campus recruitment, R&D substitute military service programs, and foreign worker agency recruitment. The Company also implements an employee referral incentive scheme to enhance recruitment effectiveness.

To improve retention of new employees, a Mentor Management Policy is in place, where senior and high-performing colleagues serve as

mentors to help new employees quickly adapt to the work environment, with corresponding incentives provided to improve retention rates and strengthen organizational succession.

(2) Performance Management and Talent Development

The purpose of the appraisal system, apart from emphasizing the consensus between employees and supervisors on work objectives, is to adopt a mechanism that focuses on employee development as the primary goal and performance evaluation as a secondary goal, encompassing both evaluative and developmental functions. The aim is to cultivate and develop employees' individual abilities, enabling them to become proficient in their duties and serve as the driving force for the company's continuous progress, thereby enhancing its competitiveness and overall organizational effectiveness.

In addition, an Outstanding Employee Selection System has been established as an important basis for internal promotion and talent development, in order to match the right talent to the right roles and retain key personnel. In terms of talent development, Good Way upholds a training philosophy of “diverse learning to enhance professional skills, internalized organization-wide growth, and continuous performance improvement through knowledge transfer.” The Company has established a talent development framework grounded in the core values of “integrity, uprightness, trust, and pragmatism.” By integrating internal and external resources, it provides education subsidies for external learning and encourages employees to enhance their professional capabilities, thereby fostering mutual growth between the Company and its employees.

(3) Create a healthy and safe workplace of happiness.

Good Way upholds a people-oriented philosophy and is committed to achieving zero occupational injuries. In addition to providing general occupational health and safety training during onboarding, the Company also conducts regular refresher training for existing employees to enhance awareness of safety and health protection as well as safe work practices.

Good Way conducts employee health examinations that exceed the standards required by the Labor Health Protection Rules, and performs analysis, tiered management, and follow-up improvement on abnormal findings. Occupational physicians and nurses provide ongoing health management, medical referral, and health promotion services to safeguard employees' physical and mental well-being.

Employee health activities of the company from the most recent year until the date of the annual report printing:

- A. Health examinations were conducted for all employees, with a total of 307 participants and an examination rate of 95.3%.
- B. External physicians were invited to the company for employee consultations for a total of 12 sessions, with 57 participants.
- C. A total of 107 employees received medical healthcare service consultations and care.
- D. Continued promotion of workplace health promotion and attainment of relevant certifications:
 - a. In 2025, the company passed the Workplace Health Promotion Self-Assessment and obtained a certificate of qualification, demonstrating concrete results in our active promotion of workplace health and the establishment of a high-quality healthy work environment.
 - b. Obtained the Badge of Accredited Healthy Workplace by actively implementing tobacco hazard prevention and various health promotion measures in the workplace, creating a smoke-free and friendly healthy work environment.

- (2) List losses suffered due to labor disputes during the most recent years and up to the publication date of this annual report, the estimated potential amount at present and in the future, and countermeasures:

In the most recent year and as of the date of the annual report printing, the company has not suffered any losses due to labor disputes. However, regarding current and potential future estimated amounts and response measures, the explanation is as follows:

1. Civil litigation case: Following a full victory in Case No. 113-Nian-Du-Zhong-Lao-Su-Zi-21, the appellant filed an appeal in March 2025, and the case is currently under second-instance court review. If an unfavorable judgment is rendered in the second instance, the maximum potential loss would be the total amount claimed by the appellant of NT\$11.2 million. Cases still in litigation proceedings shall not be disclosed and are confidential prior to final determination as required by law.
2. Two administrative litigation cases concluded with final victorious judgments:
 - (1) On December 26, 2025, the Supreme Administrative Court rendered a final victorious judgment in Case No. 113-Nian-Du-Shang-Zi-493: The judgment of the High Administrative Court in Case No. 112-Nian-Du-Su-Zi-710 was overturned; the appeal decision of the New Taipei City Government and the administrative penalty were fully revoked, and the New Taipei City Government is required to bear all litigation costs of the administrative court.

- (2) On October 9, 2025, the Supreme Administrative Court rendered a final and binding judgment of victory in Case No. 113-Shang-270: the Taipei High Administrative Court's judgment in Case No. 112-Su-709 was revoked; the New Taipei City Government's appeal decision and administrative penalty were entirely annulled, and the New Taipei City Government was ordered to bear all litigation costs of the administrative court.
3. One case is currently pending before the Taipei High Administrative Court and is under administrative litigation and relief proceedings. In accordance with the law, the administrative authority shall not disclose and must maintain confidentiality before the case is finalized.

As the fines for the above cases have all been paid in full in the respective years in accordance with the law, if favorable judgments are received on appeal, the penalty amounts can be refunded; if unfavorable judgments are received, the already paid fines represent the maximum possible loss.

The company's labor-management relations are based on the principle of promoting company prosperity and ensuring employee welfare. With both parties working together in a peaceful and rational manner to address future labor-management needs, the company's management will actively improve various measures to enhance labor-management relations.

6. Cyber security management

- (1) Describe the information security risk management framework, information security policies, specific management programs, and resources invested in cyber security management:

1. Information security risk management framework:

The Information Center is the unit responsible for information security at the company. It has one Chief Information Officer and one dedicated information security personnel, responsible for establishing internal information security management policies, planning and implementing information security operations, promoting and implementing information security policies.

2. Information security policy:

- (1) The goal of Information protection, total mobilization

- A. Implement information protection policies and strictly adhere to procedures for information access and physical environment security management.
- B. Respect intellectual property rights, prohibit the installation of unauthorized computer software, and strictly control the use of portable devices.

- C. All work together to ensure information is appropriately secured and protected from any external threats.
- (2) The goal of "Information security is everyone's responsibility"
- A. Implement information security policies and enhance information security education and promotion.
 - B. Establish information security measurement indicators, evaluate the effectiveness of information security operations, and implement continuous operations and management improvement.
 - C. Strictly comply with network and communication management operational procedures to prevent intrusion by various types of malicious programs and computer viruses.
 - D. Everyone must comply with information access control management operational procedures to avoid human error in information security.

3. Specific Management Programs:

In response to the global rise in cybersecurity issues, cybercrime has become increasingly globalized in recent years. To protect the Company's important data and research results, our Information Department has implemented considerable protective measures. Based on our current cybersecurity management measures and effectiveness, there are no significant apparent risks. The relevant measures are explained as follows:

- (1) Employees use the work computers provided by the company. Each computer has a login account/password set up. Data cannot be directly transferred to USB devices.
- (2) Antivirus software is installed on every work computer.
- (3) All important research and development files are required to be encrypted, and encrypted files can only be opened with authorization.
- (4) Establish a spam filtering mechanism, and prohibit access to inappropriate websites from the Company.
- (5) Comply with the Personal Data Protection Act.
- (6) Important systems such as PLM/ERP/MES/BPM require account application and recording of significant data change history.
- (7) Applications related to permissions or information must be submitted through the internal information processing form.
- (8) To access important systems from outside the Company, connection to the company network via VPN and login credentials required for the relevant systems is necessary before entering.

- (9) Important system and file data are backed up regularly.
 - (10) When personnel leave their job, the relevant system permissions will be closed.
 - (11) Force users to periodically change passwords for important systems.
 - (12) Senior executives may not necessarily have the authority to modify data, as management roles and operational roles are separate.
 - (13) The guest network and the internal employee network are managed separately.
 - (14) Establish a second computer room to implement off-site backup.
 - (15) Complete information security health check:
 - (16) Network Information Architecture Review
 - (17) Firewall connection settings
 - (18) Server host vulnerability detection
 - (19) Internal network packet monitoring and analysis
 - (20) Website/Webpage vulnerability black-box testing
 - (21) Firewall reinforcement policy settings, regularly perform security subscriptions.
 - (22) Important servers have been deployed with MDR security protection monitoring
 - (23) Annual email social engineering drill
 - (24) Conduct irregular cybersecurity notifications for all employees.
4. Resources Invested in Cyber security Management:

The status of the Company's email social engineering drill is as follows:

The Company conducted an email phishing simulation exercise on September 30, 2023. A total of 285 people participated, and 1% of colleagues opened the phishing email. Subsequent education and training have been provided.

The Company has issued the following cybersecurity notification to all employees:

On July 11, 2025, a security notification was issued to all employees, warning them not to casually open emails from unknown sources and spam emails.

On September 11, 2025, a security notification was issued to all employees, warning them not to casually open emails from unknown sources and spam emails.

On December 2, 2025, a security notification was issued to all employees on how to identify phishing emails.

- (2) List of major information security incidents in the most recent fiscal year and up to the publication date of the annual report, including losses incurred, potential impacts, and response measures: No such incidents occurred.

7. Material contracts

Nature of Contract	Parties Involved	Contract Start and End Dates	Main Content	Restrictive Covenants
Sales and Purchase Agreement	Chailease Finance	February 1, 2025 ~ May 1, 2027	The total proceeds from asset disposal amounted to NT\$39,910,433 (excluding tax).	Non-transferable; the subject matter of the performance guarantee is free of defects, and the consent to sell has been executed through the shareholder voting procedures under Article 185-1 of the Company Act.
Appointment Contract	Suzhou Zhong'an Land Real Estate Asset Appraisal and Cost Consulting Co., Ltd.	Completed from the entrusted matters on May 30, 2025.	Conduct an appraisal report on the market value of the land use rights for specific land of the old factory held by the Kunshan subsidiary.	Confidentiality clause. Non-transferable.
Appointment Contract	CHI NHÁNH CÔNG TY TNHH KẾ TOÁN · KIỂM TOÁN VIỆT NAM TẠI HẢI PHÒNG (Contract Chinese translation: Vietnam Accounting and Auditing Co., Ltd. Haiphong Branch)	From July 1, 2025 to November, 2025	The Vietnamese sub-subsidiary shall prepare the 2025 related-party transaction transfer pricing national documentation in accordance with applicable laws and complete it by the agreed deadline.	Confidentiality clause. Non-transferable.
Procurement contract	CÔNG TY CỔ PHẦN MISA (Contract Chinese translation: MISA Joint Stock Company)	November 1, 2025 ~ October 31, 2028	Procurement of a 3-year cloud software license for the accounting system of the Vietnamese sub-subsidiary, including installation and customization services.	Confidentiality clause; non-transferability; warranty of clear title and defect-free licensed products and services.

V. Financial Status, Operating Results and Status of Risk Management

1. Financial Status

(1) Consolidated Statement of Financial Status Comparative Analysis

Unit: NT\$ Thousand

Item \ Year	2025	2024	Difference		
			Amount	%	Remarks
Current asset	2,372,025	2,851,936	(479,911)	-17%	
Property, plant and equipment	1,735,286	1,575,233	160,053	10%	
Intangible assets	13,352	4,220	9,132	216%	
Other assets	519,256	385,246	134,010	35%	1
Total assets	4,639,919	4,816,635	(176,716)	-4%	
Current liabilities	1,568,439	1,897,855	(329,416)	-17%	
Non-current liabilities	2,105,289	1,370,401	734,888	54%	2
Total liabilities	3,673,728	3,268,256	405,472	12%	
Share capital	611,768	611,768	0	0%	
Additional paid-in capital	786,109	772,000	(14,109)	2%	
Retained earnings	(282,078)	179,447	(461,525)	-257%	5
Other equity	(116,028)	(14,836)	(101,192)	682%	4
Treasury shares	(33,580)	—	(33,580)	0%	5
Total shareholders' equity	966,191	1,548,379	(582,188)	-38%	6
Explanation of change in proportion: Analysis is provided for cases where the increase or decrease ratio is 20% or more, and the change amount reaches NT\$10 million.					

(2) Analysis and explanation of significant differences in financial condition:

1. Increase in other assets: Due to an increase in collateral for long-term borrowings during the current year.
2. Increase in non-current liabilities: Due to an increase in long-term borrowings during the current year.
3. Decrease in retained earnings: Mainly due to net loss after tax for the current year.
4. Increase in other equity: Due to exchange differences on translation of foreign operations.
5. Decrease in treasury shares: Due to the buyback of treasury shares during the current year.
6. Decrease in total shareholders' equity: Due to the net loss after tax for the current year, exchange differences on translation of foreign operations, and a decrease in treasury shares.

- (3) Future response plan: Continue operational growth, improve financial structure, enhance profitability.

2. Financial performance

(1) Consolidated operating results

Unit: NT\$ Thousand

Item \ Year	2025	2024	Amount of increase (decrease)	Percentage of increase (decrease)	Change Rate Analysis Description
Net operating revenue	2,935,673	2,784,122	151,551	5%	
Operating expenses	2,696,706	2,472,122	224,584	9%	
Operating Gross Profit	238,967	312,000	(73,033)	-23%	1
Operating expenses	638,241	513,688	124,553	24%	2
Net operating loss	(399,274)	(201,688)	(197,586)	98%	3
Non-operating income (expenses)	(233)	3,984	(4,217)	-106%	4
Income tax (expense) benefit	(62,289)	5,014	(67,303)	-1342%	5
Net loss for the period	(461,796)	(192,690)	(269,106)	140%	6
Other comprehensive profit and loss (net)	(100,921)	128,508	(229,429)	-179%	7
Total comprehensive income (loss) for the period	(562,717)	(64,182)	(498,535)	777%	8
Explanation of change in proportion: Analysis is provided for cases where the increase or decrease ratio is 20% or more, and the change amount reaches NT\$10 million.					

(2) Explanation of significant differences in operating results:

1. Decrease in gross profit from operations: Mainly due to the Vietnam factory beginning mass production in the second half of 2025, which has not yet achieved economies of scale.
2. Increase in operating expenses: Mainly due to increased recruitment and management expenditures prior to mass production at the Vietnam factory, as well as increased R&D system and hardware verification costs.
3. Increase in net operating loss: The decline in gross profit and the increase in operating expenses led to an increase in net operating loss.
4. Increase in non-operating income (expenses): Mainly due to increased interest expenses resulting from higher borrowing amounts in 2025.
5. Decrease in income tax (expense) benefit: Mainly due to income tax expenses incurred from the distribution of Kunshan's earnings back to Taiwan.
6. Increase in net loss for the period: The increase in net operating loss and income tax expenses resulted in an increase in the net loss for the period.

7. Decrease in net other comprehensive income (loss) for the period: Due to changes in exchange differences on translation of financial statements of foreign operations.
 8. Decrease in total comprehensive income for the period: Due to the increase in net loss for the period and the increase in exchange differences on translation of financial statements of foreign operations.
- (3) Projected sales volume for the next year and the basis for it, as well as the key factors that may influence the company's expected sales growth or decline:

On the positive side, the push from the demand side is very evident. Hybrid work and hot-desking have become the norm for enterprises worldwide. Employees need to quickly switch workstations and enjoy plug-and-play functionality, making docking stations an essential piece of office equipment. With the widespread adoption of USB-C and Thunderbolt 5, the latest generation of laptops and workstations almost universally require a dock to support multi-monitor output, high-speed networking, and multi-device integration.

Professional settings such as medical clinics, creative studios, and engineering design firms are also seeing growing demand for high bandwidth and stability, all of which provide robust growth momentum for the docking station market.

Market research indicates that the docking station market has a CAGR of approximately 6–10%, placing it in the category of a steadily growing industry.

On the downside, competitive pressures and market challenges cannot be ignored.

Major PC manufacturers and accessory brands coexist in the market, leading to severe product homogenization, intense price competition, and potential margin compression.

While technological evolution brings new opportunities, it also raises R&D costs and technical barriers; failure to continuously innovate risks being displaced by the market. In addition, consumers still perceive the Dock as a peripheral accessory. Without effectively elevating this positioning, it will be difficult to break through intense market competition.

These factors may cause sales volume growth to slow, or even decline under low-price competition.

In response to the competitive market, GOOD WAY is strengthening its dock development through integrated hardware-software design, smart office solutions, AI applications, extended conference room use cases, and creator-focused user segments, thereby achieving differentiation and market segmentation.

A number of ODM projects are already underway, and are expected to generate significant growth momentum for future revenue.

3. Cash flows

(1) Liquidity Analysis for the Recent Two Years

Unit: NT\$ Thousand

Item \ Year	2025	2024	Percentage increase (decrease)
Cash flow ratio (%)	—	—	—
Cash flow adequacy ratio (%)	33.06	46.24	-13%
Cash reinvestment ratio (%)	—	—	—
Differences explanation:			
1. Cash flow ratio: negative, not applicable			
2. Cash Flow Adequacy Ratio: Over the past five years, net cash outflows from operating activities have increased, and this year's capital expenditures exceeded the average of the prior four years, causing this ratio to decline.			
3. Cash reinvestment ratio: negative, not applicable			

(2) Cash Liquidity Analysis for the Coming Year

Unit: NT\$ Thousand

Opening balance of cash (1)	Estimated net cash flow from operating activities throughout the year (2)	Net cash flows from investing and financing activities for the year (3)	Estimated remaining cash (deficit) amount (1)+(2)+(3)	Remedial measures for cash flow deficit	
				Investment plan	Financial Management Plan
472,552	(168,983)	(88,119)	215,450	N/A	N/A
Analysis of projected cash flow changes for the coming year:					
(a) Operating activities are expected to result in net cash outflow, mainly due to net outflow of working capital such as inventory and accounts payable.					
(b) Investing activities are expected to result in net cash outflow, primarily due to cash outflow for land and factory construction in Vietnam.					
(c) The projected financing activities result in net cash outflow, mainly due to cash outflow from using long-term loans to repay short-term borrowings.					

4. Impact of Major Capital Expenditures on Financial and Business Operations in the Most Recent Year: None.

5. Main reasons for profit and loss from the recent annual reinvestment policy, improvement plans, and investment plans for the coming year:

The Company's investment policy is primarily aimed at meeting customers' requirements for production location and reducing manufacturing costs. The Vietnam plant began mass production in the second half of 2025, with revenue slightly higher than 2024.

In the future, apart from expanding production lines at our new Vietnam factory, the Company will also strengthen management of overseas production bases to reduce total costs. Furthermore, the Company will continue to focus on improving production processes to achieve profitability targets for our investment ventures.

6. Risk Analysis and Assessment for the Most Recent Fiscal Year and as of the Date of Annual Report Publication

(1) Impact of interest rate and exchange rate fluctuation and inflation on the Company's profitability for the most recent fiscal year as of the publication date of the annual report, and future countermeasures:

1. Impact of interest rate changes:

The Company's recent annual interest expense as a percentage of revenue was 2.66%, indicating that the impact of interest rate changes on revenue is minimal.

2. Impact of Exchange Rate Fluctuations:

(1) The impact of exchange rate fluctuations on the Company

The export ratio of the Company's products is over 90%. In the recent year, the exchange gain or loss accounted for approximately 0.58% of the revenue, indicating that exchange rate fluctuations have little impact on our revenue.

(2) The Company's specific measures in response to exchange rate fluctuations

A. Offsetting foreign currency receivables and payables to create a natural hedging effect.

B. Based on the actual fund requirements and the prevailing exchange rates, determine the timing for foreign currency exchange.

C. Reference data from professional financial institutions is sent regularly to assist the Company's financial staff in making decisions for foreign exchange forward hedging.

3. Impact of currency inflation:

In recent years, major economies around the world have generally used monetary policies to drive economic development. However, due to various comprehensive factors, the effectiveness of monetary policies has varied across countries, thereby affecting market expectations and causing fluctuations in inflation rates. These fluctuations may bring about changes in the Company's operations, but the inflation rates in the main export countries of the company remain stable, and there should be no impact of inflation in the short term.

(2) The policy on engaging in high-risk, high-leverage investments, lending funds to others, endorsements/guarantees, and derivative transactions during the most recent fiscal year and up to the date of printing of the annual report, the main reasons for profits or losses, and future response measures:

The company does not engage in high-risk, high-leverage investments, lending funds to others, endorsement guarantees, or derivative product transactions externally. Therefore, there have been no occurrences of profit or loss arising from such activities. In the future, if any such events occur, they will be handled in accordance with relevant regulations and operating procedures.

1. Due to operational needs, as of March 31, 2026, the Company's endorsements and guarantees are as follows:

(1) The Company provided an endorsement and guarantee for its 100%-owned subsidiary, GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED, in connection with a newly applied short-term credit facility of USD 5,000,000 from Cathay United Bank.

(2) The Company provided an endorsement and guarantee for its 100%-owned sub-subsidiary, GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED, for a newly applied short-term loan facility of USD 1,000,000 from Chailease International Financial Services (Singapore) Pte. Ltd.

The above is the endorsements and guarantees between the Company and its 100% owned subsidiaries, and there is no possibility of any related risks.

2. Due to operational needs, as of March 31, 2026, the Company's loans to others are as follows:

(1) The Company extended a loan to its 100%-owned sub-subsidiary, GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED, with a total loan amount of USD 3,000,000, which has not yet been drawn down.

The aforementioned funds are loaned between the company and its 100% owned subsidiary, and there is no possibility of related risks occurring.

(2) GWC, a 100%-owned subsidiary of the Company, extended a loan to its 100%-owned subsidiary, Digi-Tech LLC, with a total loan amount of USD 780,000, of which USD 780,000 has been actually drawn down.

The above is a fund lending between the Company and its 100% owned subsidiaries, and there is no possibility of any related risks.

3. The details of the Company's transactions and contracts for derivative financial liabilities not accounted for using hedge accounting are as follows:
As of March 31, 2026: None.

(3) Future research and development plans, and estimated expenditures

The range of products currently developed by the company can meet the needs of most major customers. This is mainly built on good communication with customers, assisting international customers in brand maintenance, as well as irregular technical exchanges, which can provide important reference for customers in product planning.

In future products, in addition to continuing to develop new generation Intel Thunderbolt series products, there will also be intelligent docking stations combined with cloud applications, with various management mechanisms to manage the usage scenarios of the docking stations. It can also be used for big data analysis and security control. The production of multi-display image streaming products is also a direction for future product development. It can significantly improve the display efficiency of traditional USB multi-display solutions, making the image look smoother, and with a more competitive price.

Regarding the output of multi-display image streaming products, which is also the future product development direction, it can significantly improve the display efficiency of traditional USB multi-display solutions, making the images appear smoother, with a more competitive price.

Therefore, to continuously enhance research and development capabilities to support the aforementioned development strategy, and in response to new technological requirements, whether in terms of workforce adjustments, procurement of development equipment, or various training programs, etc., we will at least maintain the previous R&D budget. Not only that, under the demands of market changes, we will carefully evaluate based on the situation, and if necessary, we will still increase the required budget with research and development innovation as the main focus.

Regarding docking (connectivity), in conjunction with Intel Thunderbolt 5, mass production has been progressively launched in 2025 with ongoing development of various related application products. GOOD WAY has collaborated on mass production projects with major global brands. Leveraging Thunderbolt 5 technology and the PCIe Gen4 x4 breakthrough, meaningful gains are also anticipated in the storage market (SSD/data storage).

- (4) The recent domestic and foreign major policy and legal changes and their impact on the company's financial business as of the date of printing the annual report, and the corresponding measures: In the most recent year, the Company has not experienced any major policy or legal changes that have affected the Company's financial business.
- (5) The impact of recent technological changes (including information security risks) and industry changes on the Company's finances and operations up to the printing date of the annual report, and the corresponding measures:

In terms of technological changes: With the changing landscape of the entire market, different technological product usage habits and working styles have emerged. People are placing greater emphasis on integrating and extending various products that facilitate remote communication and convenient use. As a result, the integration and research and development of product technology have become a key focus for the Company's future development. Initially, the Company will primarily focus on expanding its base to develop integrated

products across different domains, aligning with and responding to this market trend shift.

In response to the cybersecurity demands in the post-pandemic era, in addition to developing products with more comprehensive functionality, we have incorporated microcontroller unit (MCU) design and integrated secure element functions for confidential information and keys, reducing the probability of successful hacker attacks.

In response to the maturation and promotion of AI technology, along with the introduction of Intel Thunderbolt technology, there will inevitably be significant breakthroughs and developments in new applications and demands, which also creates market opportunities for the use and product evolution of Docking (ports).

We will use cloud services as needed. The new official website after the upgrade will be hosted in the cloud. Currently, Good Way's email sending and receiving, as well as the headquarters business staff, have adopted cloud O365. Email sending and receiving at Good Trend (Shanghai) also partially use cloud O365. As viruses may destroy important operational data, anti-virus software is installed on all office and production line computers, and according to OTC's cybersecurity guidelines, cybersecurity administrators are designated and important cybersecurity messages are regularly released internally.

- (6) Impact of recent corporate image changes on corporate crisis management and corresponding measures as of the printing date of the annual report: None
- (7) The expected benefits, potential risks, and corresponding measures of mergers and acquisitions conducted in the most recent fiscal year and up until the printing date of the annual report: Not applicable.
- (8) The expected benefits, possible risks, and responsive measures for the expansion of the factory in the most recent year and up to the date of the annual report printing: The Taipei factory of the Company responds to the U.S.-China trade friction and diversifies the risks of production in mainland China, taking into consideration future industry development.

Production began in Q1 2021, proceeding smoothly, with a monthly capacity of up to 80,000 units, increasing monthly revenue benefit by NT\$120 million. This will provide a greater supply to the market and meet customer production demands, enhancing customer satisfaction, and also eliminating customers' concerns about the risk of a single production base. As of now, production at the Taipei plant is proceeding smoothly.

1. The main challenge is the raging global pandemic, with new virus variants constantly emerging, leading to fluctuations in pandemic control measures and increasing uncertainty, which also simultaneously increases operational risks.

The rise in raw material, transportation, and energy costs requires continuous attention to market changes, and effective adjustments and responses must be made.

2. Measures taken:

- (1) Monitor the pandemic situation and implement effective prevention and control measures, comply with government policies, enforce personnel management and epidemic prevention regulations, and ensure the safety of production facilities.
- (2) Monitor fluctuations in raw material market prices, and the procurement department should conduct flexible procurement to control material inventory levels and meet customer delivery demands, minimizing risks.
- (3) For fluctuations in raw material prices and increased transportation costs beyond an acceptable range, the costs can be passed on to customers.
- (4) In addition to shipping goods from mainland Chinese factories to the global market via sea and air, an overland route to Central Europe will be opened in cooperation with customers to meet market demands in a timely manner, providing more options.

The Company is building a factory in Vietnam to address the risks of US-China trade friction, geopolitical production risks, and future industrial development. Construction of the Vietnam plant commenced in Q3 2023, with formal production commencing in Q2 2025.

Monthly production capacity is expected to increase sequentially from 90K to 150K units, with an anticipated maximum monthly revenue benefit of NT\$400 million. This will provide a larger supply to the market and meet customers' production needs, enhancing customer satisfaction. It will also increase our market competitiveness and address customers' concerns about production base risks.

3. Potential risks of expansion: including market saturation, intensified competition, financial pressure, and supply chain issues.

Therefore, market analysis and risk assessment will be conducted.

4. Measures taken:

- (1) Market research and analysis: Conduct a comprehensive market research and competitive analysis.
- (2) Supply Chain Advantage: Optimize supply chain management to ensure timely supply of raw materials and production resources, reducing risks during the production process.

- (3) Technology Upgrades and Automation: Consider introducing new technologies and automation equipment to improve production efficiency and quality while reducing human errors.
- (4) Workforce Support Management: Ensure sufficient human resources to support the expansion plan, including training existing employees and recruiting new talents.
- (5) Marketing and Sales Strategies: Develop effective marketing and sales strategies to expand the market share of the products to support the sales demand after expansion.

- (9) The risks faced in the recent year and up to the date of printing of the annual report due to the concentration of purchases or sales, and the corresponding countermeasures:

Regarding sales concentration: In fiscal year 2025, approximately 87% of total sales were concentrated among the top 10 customers, consistent with the top 10 sales ratio in fiscal year 2024. Good Way maintains strong relationships with its key customers, with no structural changes.

In addition to maintaining close relationships with its top 10 customers, Good Way is simultaneously strengthening its efforts with the remaining customers in order to increase overall revenue.

Regarding purchase concentration: In fiscal year 2025, component supply shortages have been resolved, with no issues of excessive purchasing or shipment. Accordingly, procurement can be executed in accordance with order quantities and delivery schedules.

- (10) In the most recent year and up until the date of printing of the annual report, there were no significant transfers of shares or changes in directors, supervisors, or shareholders holding more than 10% of the shares that had a significant impact or risk on the company, and no corresponding measures were required.

- (11) The impact, risks, and countermeasures of changes in operating rights on the company in the most recent fiscal year and up to the date of printing of the annual report: None

- (12) The impact and risks of litigation or non-litigation matters on the company in the most recent fiscal year and up to the date of printing of the annual report:

1. Major lawsuits, non-litigious or administrative disputes of the Group:

- (1) Civil litigation: Following a full victory in Case No. 21 of Labor Litigation (2024), the appellant filed an appeal in March of fiscal year 2025, and the case is currently under review by the second-instance court.

In the event of an unfavorable ruling at the second instance, the maximum potential loss would be the total amount claimed by the appellant of NT\$11,200,000. Cases still under litigation proceedings

shall not be disclosed and are to be kept confidential until the case is finalized, as required by law.

(2) Two administrative litigation cases concluded with final victorious judgments:

A. On December 26, 2025, the Supreme Administrative Court issued a final and binding judgment in favor of the Company in Case No. 493 (2024), overturning the High Administrative Court's ruling in Case No. 710 (2023). The New Taipei City Government's appeal decision and administrative penalty were fully revoked, and the New Taipei City Government was ordered to bear all court costs.

B. Final judgment in favor of the Company issued by the Supreme Administrative Court, Case No. 113-Shang-270, on October 9, 2025: The judgment of the High Administrative Court, Case No. 112-Su-709, was overturned; the appeal decision of the New Taipei City Government and all administrative penalties were revoked, and all litigation costs before the administrative court shall be borne by the opposing party.

(3) One case is pending before the Taipei High Administrative Court, and the administrative appeal and remedy proceedings are ongoing. In accordance with the law, administrative authorities shall not disclose and shall maintain confidentiality before the case is finalized.

As the fines for the above cases have all been paid in full in the respective years in accordance with the law, if favorable judgments are received on appeal, the penalty amounts can be refunded; if unfavorable judgments are received, the already paid fines represent the maximum possible loss.

2. As of the date of publication of the annual report, there are no other major legal cases with Good Way Group as the principal party.

3. Directors, supervisors, general managers, substantive responsible persons, major shareholders holding more than 10% of shares, and material litigation, non-litigious or administrative disputes involving subsidiaries: None.

(13) Other important risks and countermeasures: None

7. Other important matters: None.

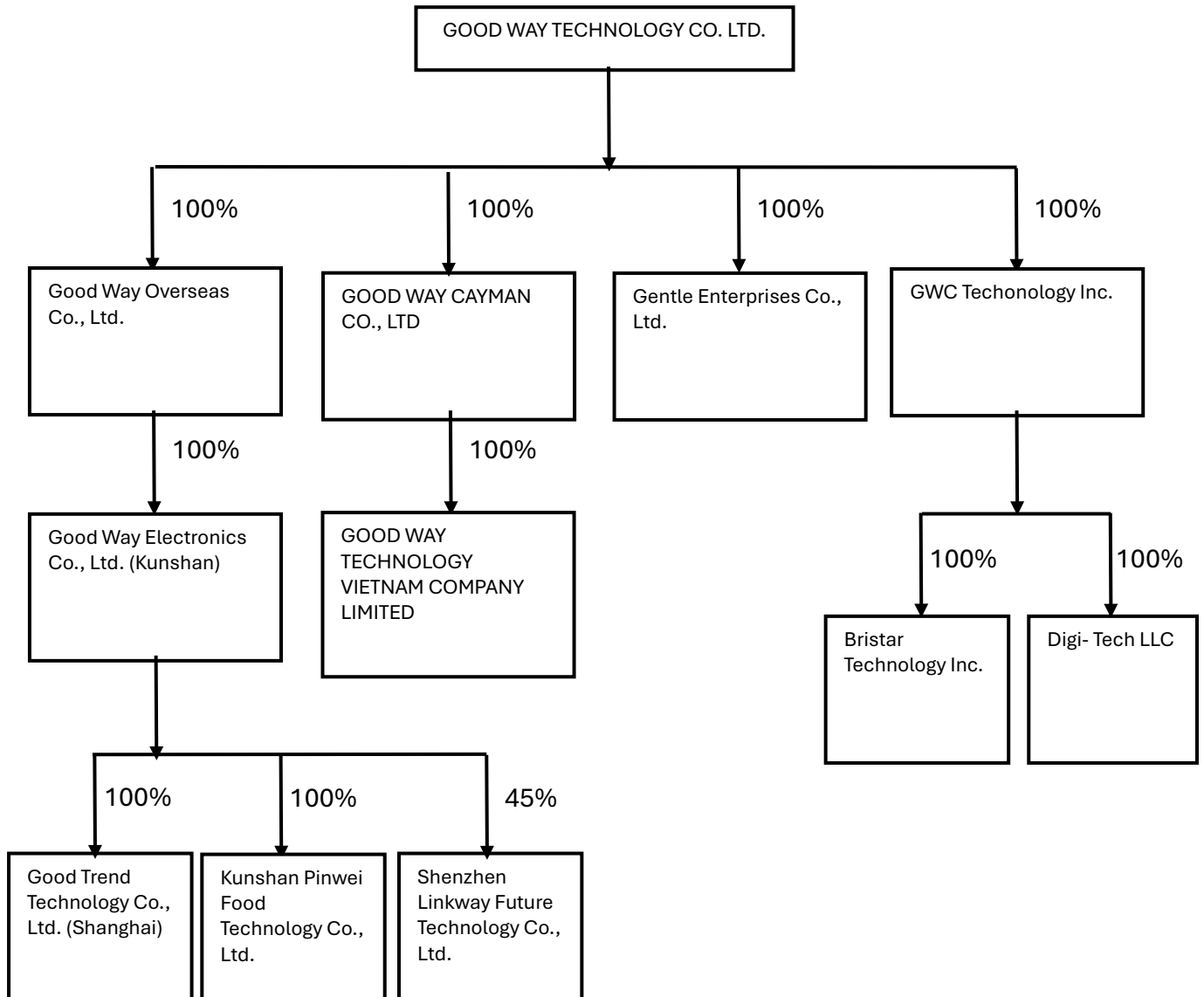
VI. Special Disclosure

1. Information on affiliated enterprises:

(1) Business report of affiliated enterprises

1. Affiliate Business Overview

Group Investment Structure Diagram



2. Companies presumed to have a controlling and subordinate relationship under Article 369-3 of the Company Act: No such situation.

3. In accordance with Article 369-2, Paragraph 2 of the Company Act, subsidiaries directly or indirectly controlled by the Company in terms of personnel, finance, or business operations: No such situation.

4. Basic information on affiliates

Name of Affiliate	Date of Incorporation	Address	Paid-in Capital	Primary Business and Production Projects	Remarks
GOOD WAY OVERSEAS CO., LTD.	2001/04/04	Suite 802, St James Court St Denis Street, Dort Louis, Mauritius	USD 30,174 thousand	Engaged in holding and reinvestment businesses.	
Gentle Enterprises Co.,Ltd.	1998/07/16	Tropic Isle Building, P.O.Box 438, Raod Town, Tortola, British Virgin Island	USD 50 thousand	Engaged in holding and reinvestment businesses.	
GWC Technology Inc.	2003/10/31	154 N. Aspan Ave. Azusa, CA 91702 U.S.A	USD 654 thousand	Engaging in trading business.	
GOOD WAY CAYMAN CO., LTD.	2023/04/28	4th Floor, Harbour Place 103 South Church Street P.O. Box 10240 Grand Cayman KY1-1002 Cayman Islands	USD 15,000 thousand	Engaged in holding and reinvestment businesses.	
Digi-Tech LLC	2017/11/03	154 N. Aspan Ave. Azusa, CA 91702 U.S.A	Note 1	Engaging in real estate rental	
Bristar Technology Inc	2017/10/09	154 N. Aspan Ave. Azusa, CA 91702 U.S.A	USD 120 thousand	Engaging in trading business.	
GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED.	2023/11/01	Lot E2-1, Lien Ha Thai Industrial Park (Green iP-1), Thai Thuy district, Thai Binh province, Vietnam.	Note 1	Production and sale of computer peripheral equipment, connection cables, and related accessories	
Good Way Electronics Co., Ltd. (Kunshan, China)	2001/06/18	No. 101, Hengchangjing Road, Jiangsu Province, China	USD 30,000 thousand	Production and sale of computer peripheral equipment, connection cables, and related accessories	
Good Trend Technology Co., Ltd. (Shanghai)	2008/06/10	Room 903, Block A, Xinyi City, No. 1618 Yishan Road, Minhang District, Shanghai, China	RMB 3,500 thousand	Trading of computer peripheral equipment	
Kunshan Pinwei Food Technology Co., Ltd.	2025/06/11	No. 3, No. 366 Changjiang North Road, Zhouzhi Town, Kunshan City, China	RMB 100 thousand	Inspection and testing services	
Shenzhen Linkway Future Technology Co., Ltd.	2024/03/21	No. 9 Keyan Road, Maling Community, Yuehai Subdistrict, Nanshan District, Shenzhen, China, Bike Technology Building 1001-B	RMB 10,000 thousand	Trading of computer peripheral equipment	

Note 1: The invested company is a limited company without specifying the number of shares.

Note 2: 2025/12/31 USD:NTD=1:31.43; RMB:NTD=1:4.496.

5. Where there is a controlled and subordinate relationship, the information of the shareholders shall be provided: No such situation.
6. The industries covered by the business operations of the overall group companies

The businesses operated by this company and its affiliated companies include: investment in various businesses, production and trade of electronic peripherals, etc.

The company is mainly responsible for the group's operations, research and development, finance, procurement and other operations; the third-country holding company (e.g. GOOD WAY OVERSEAS CO., LTD. is mainly established as a holding company for indirect investment in mainland China; the third-country holding company (e.g. GOOD WAY CAYMAN CO., LTD. is mainly established as a holding company for indirect investment in Vietnam; GWC Technology Inc. is mainly responsible for expanding the local market sales in the United States; Digi-Tech LLC is mainly engaged in real estate leasing; Bristar Technology Inc is mainly responsible for assisting HUB customers in customs clearance, warehousing and other related matters in the United States; Dongguan Donggu Electronic Co., Ltd. is mainly responsible for manufacturing business; GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED. is mainly responsible for manufacturing business; Shanghai Lishuo Electronic Co., Ltd. is mainly responsible for domestic sales in China and the promotion of its own brand business. Shenzhen Linkway Future Technology Co., Ltd. is mainly responsible for technical services and development related to Chinese products, computer software and electronic product sales, and other businesses.

7. Information on directors, supervisors, and president of affiliates

Unit: Thousand Share(s)

Name of Affiliate	Title	Name or Representative	Shareholding	
			Shares	Shareholding ratio
GOOD WAY OVERSEAS CO., LTD.	Chairman	Tsao, Tse-Cheng, Representative of Good Way Technology Co., Ltd.	3,017	100%
Gentle Enterprises Co.,Ltd.	Chairman	Tsao, Tse-Cheng, Representative of Good Way Technology Co., Ltd.	50	100%
GWC Technology Inc.	Chairman	Tsao, Tse-Cheng, Representative of Good Way Technology Co., Ltd.	65	100%
GOOD WAY CAYMAN CO., LTD.	Chairman	Tsao, Tse-Cheng, Representative of Good Way Technology Co., Ltd.	25,000	100%
Digi-Tech LLC	Chairman	Tsao, Tse-Cheng, Representative of GWC Technology Inc.	Note 1	100%
Bristar Technology Inc	Chairman	Tsao, Tse-Cheng, Representative of GWC Technology Inc.	120	100%
GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED.	Chairman	Tsao, Tse-Cheng, Representative of GOOD WAY CAYMAN CO., LTD	Note 1	100%
Good Way Electronics Co., Ltd. (Kunshan, China)	Chairman	Tsao, Tse-Cheng, Representative of GOOD WAY OVERSEAS CO., LTD.	Note 1	100%

Name of Affiliate	Title	Name or Representative	Shareholding	
			Shares	Shareholding ratio
Good Trend Technology Co., Ltd. (Shanghai)	Chairman	Tsao, Tse-Cheng, Representative of Good Way Electronics Co., Ltd. (Kunshan, China)	Note 1	100%
Kunshan Pinwei Food Technology Co., Ltd.	Chairman	Fan, Chung-Jung, Representative of Good Way Electronics Co., Ltd. (Kunshan, China)	Note 1	100%
Shenzhen Linkway Future Technology Co., Ltd.	Legal Director	Joint venture between New United Mass (Beijing) Technology Co., Ltd. and Good Way Electronics Co., Ltd. (Kunshan, China); board members are Yu Yanan, He Fang, Liu Shanyuan, Xue Jianfeng, and Jiang Xing; legal representative is Yu Yanan	Note 1	45%

Note 1: The invested company is a limited company without specifying the number of shares.

(2) Affiliate Business Operations Overview

Financial condition and operating results of affiliated companies:

Unit: NT\$ Thousand

Company Name (Note 1)	Capital	Total Assets	Total liabilities	Net value	Operating Revenue	Operating Income	Current Period Profit/Loss (After Tax)	Earnings Per Share (Yuan/After Tax)
Good Way Overseas Co., Ltd.	USD 30,174 thousand	835,940	0	835,940	0	0	-36,425	-12.07
Gentle Enterprises Co., Ltd.	USD 50 thousand	25	0	25	0	0	0	0
GWC Technology Inc.	USD 654 thousand	582,422	354,585	227,837	866,129	771	-5,783	-86.84
GOOD WAY CAYMAN CO., LTD.	USD 15,000 thousand	694,781	0	694,781	0	0	-66,411	-0.14
Digi-Tech LLC	USD 1,065 thousand	57,719	26,359	31,360	4,489	1,458	88	Note 2
Bristar Technology Inc	USD 120 thousand	4,807	25	4,782	0	-36	90	0.75
Good Way Electronics Co., Ltd. (Kunshan, China)	USD 30,000 thousand	1,799,776	947,168	852,608	1,640,855	-49,767	-36,484	Note 2
Good Trend Technology Co., Ltd. (Shanghai)	RMB 3,500 thousand	331,546	273,249	58,297	539,826	13,885	8,589	Note 2
Kunshan Pinwei Food Technology Co., Ltd.	RMB 100 thousand	446	0	446	0	0	-1	Note 2
GOOD WAY TECHNOLOGY VIETNAM COMPANY LIMITED	USD 25,000 thousand	686,289	5,621	680,668	0	-66,411	-67,402	Note 2
Shenzhen Linkway Future Technology Co., Ltd.	RMB 10,000 thousand	141,067	129,513	11,554	54,728	-31,617	-14,349	Note 2

Note 1: The affiliated company is a foreign company. Except for the capital amount, which is converted at historical exchange rates, the balance sheet items are converted at the exchange rate on the reporting date, and the income statement items are converted to New Taiwan dollars based on the average exchange rate for the year. The exchange rates are as follows:

	<u>US : NT</u>	<u>RMB : NT</u>	<u>VND : NT</u>
December 31, 2025	31.43	4.496	0.0012
2025 Annual Average	31.1797	4.334	0.0012

Note 2: The invested company is a limited company without specifying the number of shares.

(3) Consolidated Financial Statements of Affiliated Enterprises: For fiscal year 2025 (from January 1, 2025, to December 31, 2025), the companies that should be included in the preparation of consolidated financial statements of affiliated enterprises in accordance with the "Rules Governing the Preparation of Affiliated Enterprises Consolidated Business Reports, Consolidated Financial Statements, and Relationship Reports" are the same as those that should be included in the preparation of parent-subsidary consolidated financial reports in accordance with International Accounting Standard No. 27. Additionally, the relevant information that should be disclosed in the consolidated financial statements of affiliated enterprises has already been disclosed in the aforementioned parent-subsidary consolidated financial reports; therefore, separate consolidated financial statements of affiliated enterprises will not be prepared.

(4) Relationship Report of Affiliated Enterprises: Not applicable.

2. Circumstances of private equity securities offerings in the most recent year and up to the date of publication of the annual report:
None

3. Other necessary supplementary information

Commitments for Listing:

Commitments for Listing	Implementation of Commitments
<p>1. Commit to adding the following to the Procedures for Acquisition or Disposal of Assets: The Company shall not waive its right to participate in future capital increases of GOOD WAY OVERSEAS CO., LTD. (hereinafter referred to as GOOD WAY OVERSEAS), Gentle Enterprises Co., Ltd. (hereinafter referred to as Gentle Enterprises), and GWC Technology Inc. (hereinafter referred to as GWC). GOOD WAY OVERSEAS shall not waive its right to participate in future capital increases of Good Way Electronics Co., Ltd. (Kunshan, China) (hereinafter referred to as Good Way Kunshan). Good Way Kunshan shall not waive its right to participate in future capital increases of Good Trend Technology Co., Ltd. (Shanghai). In the future, if the Company needs to waive its right to participate in capital increases or dispose of the aforementioned companies due to</p>	<p>The Company has issued a written undertaking to agree to handle the following items, and on August 12, 2014, the Board of Directors passed the Procedures for Acquisition or Disposal of Assets with the addition of the following provisions, which were approved by the Shareholders' Meeting on June 9, 2015.</p> <p>This matter has been reported to the Taiwan Stock Exchange Corporation, a juristic body organized under the provisions of the Securities Exchange Act, in an official letter No. 10406004 dated June 26, 2015.</p> <p>This matter was approved by the Board of Directors on March 21, 2019, to amend the wording of the provisions in the "Procedures for Acquisition or Disposal of Assets," and the amendment was approved by the Shareholders' Meeting on June 14, 2019.</p> <p>This matter was approved by the Board of Directors on March 16, 2022, to amend the wording of the provisions in the Procedures for Acquisition or Disposal of Assets due to the dissolution and liquidation of Dongguan</p>

Commitments for Listing	Implementation of Commitments
<p>strategic alliance considerations or other reasons approved by the Taipei Exchange (TPEX), it shall require a special resolution by the Company's Board of Directors."</p> <p>If the procedures are subsequently amended, the material information shall be disclosed on the Public Information Observatory and reported to the Taipei Exchange (TPEX) for reference.</p>	<p>Yuanshu Electronics Co., Ltd. and Top Famous Enterprises Ltd., and the amendment was approved by the Shareholders' Meeting on June 8, 2022.</p>
<p>2. The Company promises that if there are any revisions to the Related Party Transaction Management Procedure established between the company and related parties in the future, they should be submitted to the company's board of directors for a special resolution, and all independent directors should attend and express their opinions.</p>	<p>The Company has already issued a letter of commitment, and we will carry out the following committed matters accordingly.</p>
<p>3. Promise to perform regular audits on the internal control systems related to the selection and evaluation of qualified suppliers for subsidiaries on an annual basis.</p>	<p>The Company has already issued a letter of commitment, and we will carry out the following committed matters accordingly.</p>

- 4. Disclosure of events which may hold significant influence on shareholders' equity or share price, in compliance with Article 36, Paragraph 2, Subparagraph 2 of the Securities and Exchange Act of the R.O.C in the most recent fiscal year and as of the date of annual report publication: None.**

**GOOD WAY TECHNOLOGY
CO. LTD.**

Chairman: Tsao, Tse-Cheng