BOARD OF DIRECTORS

Our Board of Directors currently consists of nine Directors, comprising four executive Directors, two non-executive Directors and three independent non-executive Directors. Our Board of Directors is responsible and has general powers for the management and conduct of our business. Our Directors serve a term of three years and may be re-elected for successive reappointments.

The following table sets out certain information of our Directors:

Name	Age	Position	Date of appointment as Director	Date of joining our Group	Roles and responsibilities	Relationship with Directors and senior management
Executive Directors						
Mr. LAN Ting *(蘭庭)*	61	Chairman of our Board and executive Director	26 March 2021	26 March 2021	Responsible for leading the Board of Directors, setting our Group's overall vision and strategic direction	None
Mr. CHEN Gwo-Chaur *(陳國朝)*	59	Executive Director	11 March 2026	11 March 2026	Responsible for overseeing daily operation and management of our Group	None
Mr. LEE Ping-Hsuan *(李秉軒)*	56	Executive Director and general manager	11 March 2026	2 July 2007	Responsible for executing our Group's corporate strategy, driving business performance, managing operational and financial resources, and achieving corporate objectives	None
Mr. TANG Jui-Chang (唐瑞昌)	56	Executive Director, employee director and deputy general manager	11 March 2026	22 August 2011	Responsible for assisting the general manager in strategic execution and corporate management, overseeing designated operational functions or business units in particular sales and marketing, and facilitating inter-departmental coordination	None

Name	Age	Position	Date of appointment as Director	Date of joining our Group	Roles and responsibilities	Relationship with Directors and senior management
Non-Executive Directors						
Mr. CHUNG Ming-Feng (鍾明峰)	57	Non-executive Director	11 March 2026	11 March 2026	Responsible for providing advice and guidance to executive Directors and the Board	None
Mr. HONG Hsi-Hsin (洪錫興)	64	Non-executive Director	11 March 2026	11 March 2026	Responsible for providing advice and guidance to executive Directors and the Board	None
Independent Non-executive Directors						
Mr. WANG Ting-Chao (王丁召)	60	Independent non-executive Director	11 March 2026	11 March 2026	Responsible for supervising and offering independent judgment to the Board	None
Ms. PENG Ying-Hui (彭穎慧)	54	Independent non-executive Director	11 March 2026	11 March 2026	Responsible for supervising and offering independent judgment to the Board	None
Mr. JOU Hei-Jen (周輝政)	66	Independent non-executive Director	11 March 2026	11 March 2026	Responsible for supervising and offering independent judgment to the Board	None

Executive Directors

Mr. LAN Ting (蘭庭), aged 61, has been serving as a Director since 26 March 2021 and was subsequently redesignated as an executive Director and chairman of our Board on 11 March 2026. He has been responsible for leading the Board of Directors, setting our Group's overall vision and strategic direction. Mr. Lan is also an director of Unimicron Taiwan since May 2023.

Mr. Lan has over 30 years of experience in the technology manufacturing industry. From October 1991 to November 1997, Mr. Lan worked as a section manager at Chinchun Motor Co., Ltd. (慶眾汽車工業股份有限公司). Subsequently, in November 1997, Mr. Lan joined Unimicron Taiwan and held various positions there, including the following: manager of the production management division from November 1997 to December 2003; factory head from January 2004 to February 2011; and since February 2011 to the present, Mr. Lan has held various senior roles mainly to oversee production management and corporate operations, including senior assistant of the general manager office, vice president, senior vice president, general manager and he was further promoted to be the executive general manager since January 2023.

Mr. Lan obtained a master's degree in Business Administration from National Taiwan University (國立臺灣大學) in Chinese Taiwan in January 2019 and a master's degree in mechanical engineering from National Cheng Kung University (國立成功大學) in Chinese Taiwan in June 1991.

Mr. Lan was a legal representative, chairman, director, chairman, manager and/or general manager of the companies at the time of or within one year before their respective dissolution as shown in the table below:

Name of Company	Place of incorporation	Principal business activity	Position	Reasons for dissolution	Date of dissolution	Means of dissolution
Kunshan Dingchangxin Electronic Technology Co. Ltd.* (昆山鼎昌鑫電子科技有限公司)	PRC	Manufacture of PCB	Legal representative, chairman and director	Dissolution following merger	26 March 2025	Deregistration
Qunjing Investment Co. Ltd.* (群景投資有限公司)	PRC	Investment holding vehicle	Legal representative, chairman, director and manager	No actual business commenced	29 May 2025	Deregistration
Suzhou Lanting Business Consulting Co. Ltd.* (蘇州蘭庭商務諮詢有限公司)	PRC	No actual business commenced	Legal representative, director and general manager	No actual business commenced	13 February 2017	Deregistration

Mr. Lan confirmed that (i) each of the above companies was solvent, had ceased operations and had no outstanding claims or liabilities at the time of their respective dissolution; (ii) each of the above companies had not been and was not involved in any material legal proceedings since the date of its incorporation until the date of its dissolution; (iii) there was no wrongful act, misconduct or misfeasance on his part leading to the dissolution of the above companies; (iv) he is not aware of any actual or potential claim which has been or will be made against him as a result of the respective dissolution of the above companies; (v) the dissolution of the above companies had not resulted in any liability or obligation being imposed against him; and (vi) each of the above companies was not involved in any material non-compliance since the date of its incorporation until the date of its dissolution.

Mr. CHEN Gwo-Chaur (陳國朝), aged 59, was appointed as our executive Director on 11 March 2026. He has been responsible for overseeing daily operation and management of our Group. Mr. Chen is also a director of Unimicron Taiwan since May 2026.

Mr. Chen has over 25 years of experience in the technology manufacturing industry. Mr. Chen joined Unimicron Taiwan and held various positions including the following: manager of process division from April 1998 to June 2003; manager of product division from July 2002 to March 2006, where he was primarily responsible for process integration and the management of new product design and development; vice factory head from March 2006 to January 2011; factory head from February 2011 to March 2014, where he was primarily responsible for plant operations management; senior assistant of the general manager office from April 2014 to July 2014, where he assisted with overall management affairs and strategic planning and coordination; vice president of the research and development division from July 2014 to December 2016, where he was responsible for formulating the company's short-, medium-, and long-term research and development roadmap; and subsequently executive vice president of the general manager office during January 2017 to November 2022 responsible for the operational management, strategic planning, and integration of multiple facilities, including CSP and BGA plants in Chinese Taiwan, as well as CSP and BGA plants in Suzhou. Since November 2022, Mr. Chen has been appointed as the general manager of the substrate business office, where he is responsible for leading and integrating cross-departmental teams, promoting inter-departmental collaboration, and leveraging the professional functions and synergies of each unit to achieve the company's overall operational policies and performance goals.

Mr. Chen obtained a master’s degree in chemical engineering from National Central University (國立中央大學) in Chinese Taiwan in June 1996.

Mr. LEE Ping-Hsuan (李秉軒), aged 56. Mr. Lee joined our Group on 2 July 2007 and was appointed as the general manager on 15 December 2025 and an executive Director on 11 March 2026, responsible for executing our Group’s corporate strategy, driving business performance, managing operational and financial resources, and achieving corporate objectives.

Mr. Lee has over 25 years of experience in the technology manufacturing industry. Mr. Lee had served various roles in Unimicron Taiwan, for over 20 years from February 2001, including deputy manager and senior deputy manager at the customer service division, where he was primarily responsible for customer service operations and client relations and since October 2005, he was designated to manage the business operation of our Company, covering production management. From July 2007, Mr. Lee has been working with our Company, where he had held positions of factory manager, senior factory manager, factory head, factory associate and deputy general manager of the factory, overseeing factory operation. He has been appointed to be the general manager of our Company since December 2025.

Mr. Lee obtained a bachelor’s degree in industrial engineering from Chung Yuan Christian University (中原大學) in Chinese Taiwan in June 1994.

Mr. TANG Jui-Chang (唐瑞昌), aged 56, joined our Group on 22 August 2011 and was appointed as an employee director and our executive Director on 4 March 2026 and 11 March 2026, respectively. He has been responsible for assisting the general manager in strategic execution and corporate management, overseeing designated operational functions or business units in particular sales and marketing, and facilitating inter-departmental coordination.

Mr. Tang has over 20 years of experience in the technology manufacturing industry. Mr. Tang had served various roles in Unimicron Taiwan, for over 5 years from August 2004, where he held various roles, including senior assistant manager of the general manager office, where he was primarily responsible for supporting the general manager’s office in managing business planning; and a manager of the business department, overseeing the daily operation of the business department. From August 2011, Mr. Tang has been working with our Company, where he had held various positions of senior manager of the sales division, vice department head, associate of the sales division and associate of the business division, with responsibilities spanning sales strategy, department leadership, and business development. He was appointed as the deputy general manager of our Company in December 2025.

Mr. Tang obtained a master’s degree in business administration from Chung Yuan Christian University (中原大學) in Chinese Taiwan in January 2008.

Non-Executive Directors

Mr. CHUNG Ming-Feng (鍾明峰), aged 57, was appointed as our non-executive Director in 11 March 2026. He is responsible for providing advice and guidance to executive Directors and the Board.

Mr. Chung has over 30 years of experience in technology manufacturing industry. He worked as an officer of Taipei Fubon Commercial Bank Co., Ltd. (富邦商業銀行), a wholly owned subsidiary of Fubon Financial Holding Co., Ltd. whose shares are listed on TWSE (stock code: 2881.TW), during July

1994 to March 1996, responsible for banking operations and administrative duties. Mr. Chung then worked at LD Taiwan from March 1996 to April 1999. During January 2000 to February 2023, Mr. Chung joined Subtron Technology Co., Ltd (旭德科技股份有限公司) as the senior vice general manager, responsible for corporate strategy, business development, and overall management oversight. Since February 2023, Mr. Chung has been serving as the senior vice president of the finance department of Unimicron Taiwan, overseeing the finance functions and team operations.

Mr. Chung has obtained a bachelor's degree in economics from Tamkang University (淡江大學) in Chinese Taiwan in June 1994 and a master's degree in Executive Management from National Yang Ming Chiao Tung University (國立陽明交通大學) in Chinese Taiwan in June 2025.

Mr. Chung was a director or supervisor of the companies at the time of or within one year before their respective dissolution as shown in the table below:

Name of Company	Place of incorporation	Principal business activity	Position	Reasons for dissolution	Date of dissolution	Means of dissolution
Qunjing Investment Co. Ltd.* (群景投資有限公司)	PRC	Investment holding vehicle	Director	No actual business commenced	29 May 2025	Deregistration
Kunshan San Di Stereoscopic Circuit Technology Co.* Ltd. (昆山三帝立體電路科技有限公司)	PRC	Production and sales of electronic components	Supervisor	Unsatisfactory operating results due to market competition and market conditions	19 December 2018	Dissolution by shareholders' resolutions
Dongguan Meichuang Electronics Co. Ltd.* (東莞美創電子有限公司)	PRC	Production and sales of electronic components	Director	Change in investment strategy	1 March 2011	Deregistration
Unistars Corporation* (聯京光電股份有限公司)	Chinese Taiwan	Manufacturing and sales of light-emitting diode light source modules	Supervisor	Unsatisfactory operating results due to market competition and market conditions	24 August 2023	Conclusion of bankruptcy proceeding
Kindle Technology Inc.* (騏通科技股份有限公司)	Chinese Taiwan	Production and sales of electronic components	Director	Dissolution following merger	21 September 2007	Dissolution following merger

Mr. Chung confirmed that (i) each of the above companies was solvent (except for Unistars Corporation* (聯京光電股份有限公司)), had ceased operations and had no outstanding claims or liabilities at the time of their respective dissolution; (ii) each of the above companies had not been and was not involved in any material legal proceedings since the date of its incorporation until the date of its dissolution; (iii) there was no wrongful act, misconduct or misfeasance on his part leading to the dissolution of the above companies; (iv) he is not aware of any actual or potential claim which has been or will be made against him as a result of the respective dissolution of the above companies; (v) the dissolution of the above companies had not resulted in any liability or obligation being imposed against him; and (vi) each of the above companies was not involved in any material non-compliance since the date of its incorporation until the date of its dissolution.

Mr. HONG Hsi-Hsin (洪錫興), aged 64 was appointed as our non-executive Director on 11 March 2026. He is responsible for providing advice and guidance to executive Directors and the Board.

From May 1988 to March 2023, Mr. Hong worked at LD Taiwan. During his career at LD Taiwan, he served in multiple leadership roles, including senior plant manager of 8-inch wafer, vice president of 8-inch wafer operations, vice president of 12A wafer manufacturing, and with his last position as the vice president of digital functions, responsible for plant operations, wafer manufacturing management, and digital transformation initiatives.

Mr. Hong obtained a bachelor's degree in materials engineering from the National Tsing Hua University (國立清華大學) in Chinese Taiwan in 1985.

Independent Non-executive Directors

Mr. WANG Ting-Chao (王丁召), aged 60, was appointed as our independent non-executive Director on 11 March 2026. He is responsible for supervising and offering independent judgment to the Board.

Mr. Wang has been serving as the general manager of Motech Industries, Inc. (茂迪股份有限公司), whose shares are traded on the Taipei Exchange in Chinese Taiwan (stock code: 6244.TWO) ("**Motech**") since November 2025, where he is primarily responsible for corporate operations, including the planning of business and marketing strategies, and the development of procurement and financial strategies.

Mr. Wang has extensive experience in financial management. He acted as the chief financial officer and spoke person of Young Optics Inc. (揚明光學股份有限公司), whose shares are listed on the TWSE (stock code: 3504.TW), from February 2011 to September 2017. From December 2019, Mr. Wang served as the chief financial officer and the spoke person of Motech and was subsequently designated as the general manager in December 2025. This financial leadership experience enables him to provide the Board with financial oversight, risk management perspective, and disciplined decision-making on corporate financial matters.

Mr. Wang obtained a master's degree in business administration from the University of Maryland at College Park in the United States in December 1993.

Ms. PENG Ying-Hui (彭穎慧), aged 54, was appointed as our independent non-executive Director on 11 March 2026. She is responsible for supervising and offering independent judgment to the Board.

Ms. Peng has over 20 years of experience in business consultancy and business management. She had been a senior manager of the International Underwriting Department at SinoPac Securities Corporation (永豐金證券股份有限公司), a wholly-owned subsidiary of SinoPac Financial Holdings Company Limited), whose shares are listed on TWSE (Stock code: 2890.TW) from December 1999 to November 2007. From November 2007 to August 2013, she worked at Yuanta Securities Co., Ltd. (元大證券股份有限公司), a wholly-owned subsidiary of Yuanta Financial Holding Co., Ltd., whose shares are listed on TWSE (Stock code: 2885.TW). During September 2013 to June 2020, Ms. Peng worked at UBS AG Taipei Branch. She served as the executive vice general manager of Cathay Private Equity Co., Ltd. (國泰私募股權股份有限公司), a wholly owned subsidiary of Cathay Financial Holding Co. Ltd (國泰金融控股股份有限公司), whose shares are listed on the TWSE (Stock code: 2882.TW), from July 2020 to February 2026. She brings to the Board strong financial judgment and capital market experience.

Ms. Peng obtained a bachelor's degree in foreign languages and literatures from the National Taiwan University (國立臺灣大學) in Chinese Taiwan in June 1994. She further obtained a master's degree in business administration from the University of California in the United States in August 1999. Ms. Peng obtained other qualifications in Chinese Taiwan, such as certificate for Senior Sales Representative issued by the Securities Association in April 2011, certificate for Trust Business Professionals issued by the Trust Association in September 2013. In October 2014, she obtained the qualification and certificate for Sales Personnel of Futures Trust Funds issued by the National Futures Association in October 2014.

Mr. JOU Hei-Jen (周輝政), aged 66, was appointed as our independent non-executive Director on 11 March 2026. He is responsible for supervising and offering independent judgment to the Board.

Mr. Jou has been dedicated to research on circulating tumor cell (CTC) detection since 2015 through a collaboration with a biotechnology company. His research and development team, together with the biotechnology company, has developed a quasi-soft catcher and quasi-soft capture device for improving CTC detection to enable early cancer tracking.

Mr. Jou obtained a bachelor's degree in medicine from the National Taiwan University (國立臺灣大學) in Chinese Taiwan in June 1985. He has also obtained an executive master of business administration (EMBA) degree from the National Taiwan University (國立臺灣大學) in Chinese Taiwan in June 2001. In June 2023, Mr. Jou completed a doctor degree in the International College of Semiconductor Technology of National Yang Ming Chiao Tung University (國立陽明交通大學) in Chinese Taiwan in June 2023. Mr. Jou has been working as a doctor specialised in Obstetrics and Gynecology at Taiwan Adventist Hospital (臺安醫院) since August 1994.

Mr. Jou has been serving as the director or independent director of various private and listed companies, including the director of ASUKA Autotronics Inc. (飛鳥車用電子股份有限公司) since June 2025. He has also served as the director of Transformative Cell Processing Co., Ltd. (新原生細胞製備股份有限公司) since June 2025. In addition, Mr. Jou has been appointed as an independent director of DaBomb Protein Biotech Corp. (達邦蛋白生技股份有限公司), whose shares are traded on the Taipei Exchange in Taiwan (Stock code: 6578.TWO) ("**DaBomb**") since December 2025, he is currently a member of the audit committee of DaBomb.

Mr. Jou was a chairman, representative and/or director of the companies at the time of or within one year before their respective dissolution as shown in the table below:

Name of Company	Place of incorporation	Principal business activity	Position	Reasons for dissolution	Date of dissolution	Means of dissolution
Shentian Investment Co. Ltd.* (伸田投資股份有限公司)	Chinese Taiwan	Investment holding vehicle	Chairman, representative	Dissolution following merger	26 December 2024	Dissolution following merger
Huitian International Co. Ltd.* (輝田國際股份有限公司)	Chinese Taiwan	Development, leasing and sale of real estate	Chairman, representative	Unsatisfactory operating results due to the impact of the COVID pandemic	20 May 2024	Dissolution by shareholders' resolutions

Name of Company	Place of incorporation	Principal business activity	Position	Reasons for dissolution	Date of dissolution	Means of dissolution
Meiruo Co. Ltd.* (美若股份有限公司)	Chinese Taiwan	Development, leasing and sale of real estate	Director	Unsatisfactory operating results due to the impact of the COVID pandemic	25 April 2024	Dissolution by shareholders' resolutions
Shenting International Department Store Co. Ltd.* (伸庭國際百貨股份有限公司)	Chinese Taiwan	Development, leasing and sale of real estate	Director	Unsatisfactory operating results due to the impact of the COVID pandemic	21 October 2024	Dissolution by shareholders' resolutions
Tianjing International Co. Ltd.* (田經國際股份有限公司)	Chinese Taiwan	Development, leasing and sale of real estate	Director	Unsatisfactory operating results due to the impact of the COVID pandemic	20 May 2024	Dissolution by shareholders' resolutions
Mukang Creative Works Co. Ltd.* (牧康創意事業股份有限公司)	Chinese Taiwan	Food, books and magazines	Director	Unsatisfactory operating results, as it was operated by a church, which ceased the relevant operations	9 November 2021	Dissolution by shareholders' resolutions

Mr. Jou confirmed that (i) each of the above companies was solvent, had ceased operations and had no outstanding claims or liabilities at the time of their respective dissolution; (ii) each of the above companies had not been and was not involved in any material legal proceedings since the date of its incorporation until the date of its dissolution; (iii) there was no wrongful act, misconduct or misfeasance on his part leading to the dissolution of the above companies; (iv) he is not aware of any actual or potential claim which has been or will be made against him as a result of the respective dissolution of the above companies; (v) the dissolution of the above companies had not resulted in any liability or obligation being imposed against him; and (vi) each of the above companies was not involved in any material non-compliance since the date of its incorporation until the date of its dissolution.

Our Senior Management

Our senior management is responsible for the day-to-day management of our business. Our senior management team comprises the members as set out in the table below.

Name	Age	Position	Date of joining our Group	Roles and responsibilities	Relationship with Directors and senior management
Mr. LEE Ping-Hsuan (李秉軒)	56	Executive Director and general manager	2 July 2007	Responsible for executing the Group's corporate strategy, driving business performance, managing operational and financial resources, and achieving corporate objectives	None

Name	Age	Position	Date of joining our Group	Roles and responsibilities	Relationship with Directors and senior management
Mr. TANG Jui-Chang (唐瑞昌)	56	Executive Director and deputy general manager	22 August 2011	Responsible for assisting the general manager in strategic execution and corporate management, overseeing designated operational functions or business units, and facilitating inter-departmental coordination	None
Ms. Zhu Jizheng (朱繼徵)	51	General manager of the finance department	21 March 2013	Overseeing daily financial operations, managing budget and resources, and leading different departments to meet financial and operational targets	None

Ms. Zhu Jizheng (朱繼徵), aged 51, joined our Group on 21 March 2013 and was appointed as the general manager of the finance department of our Company on 15 December 2025. She is primarily responsible for overseeing the daily financial operations, managing budget and resources, and leading different departments to meet financial and operational targets.

Prior to joining our Group, Ms. Zhu served as an officer at the finance department of Unimicron Technology (Kunshan) Corp. (昆山鼎鑫電子有限公司) during December 1999 to December 2004, where she was primarily responsible for its daily financial management. She was then promoted to be the deputy section chief, section chief, the deputy supervisor, the supervisor and the deputy manager at the finance department in January 2005, January 2007, July 2008, January 2010 and July 2011, respectively.

Ms. Zhu joined our Company as a deputy manager of the finance department during March 2013 to September 2013 and a senior deputy manager of the finance department from September 2013 to July 2016. She then served as the manager of the finance department during July 2016 to February 2020. From February 2020 to January 2024, Ms. Zhu served as the senior manager of the finance department. Subsequently, she acted as the senior deputy general manager of the finance department before taking her current role as the general manager of the finance department since December 2025.

Ms. Zhu obtained a bachelor's degree in global finance under the Department of Business Administration from Liaoning Petrochemical University (遼寧石油化工大學) in July 1997.

Mr. Lee Ping-Hsuan and Mr. Tang Jui-Chang, our executive Directors, are also the senior management of our Company. For more details on their biographical details, please refer to the paragraph headed "Executive Directors" in this section.

JOINT COMPANY SECRETARIES

Ms. WU Yanan (吳亞楠), aged 41, joined our Group on 21 February 2018 and was appointed as one of the joint company secretaries of our Company on 26 May 2026.

Prior to joining our Group, Ms. Wu served as an officer at the finance department of Unimicron Technology (Kunshan) Corp. (昆山鼎鑫電子有限公司) during July 2007 to February 2018.

Subsequently, Ms. Wu joined our Company as senior section manager of the finance department during February 2018 to June 2021 and a supervisor of the finance department from June 2021 to July October 2024. Ms. Wu was promoted as a senior supervisor of the finance department in October 2024.

Ms. Wu obtained a bachelors degree in financial management from Wanfang Institute of Science and Technology, Henan Polytechnic University (河南理工大學萬方科技學院) in July 2007.

Kwok Pui Ki (郭佩琪), aged 29, was appointed as the other joint company secretary of our Company on 26 May 2026. She is an assistant manager of corporate secretarial services at Tricor Services Limited (卓佳專業商務有限公司), a global professional services provider specialising in integrated business, corporate and investor services, since May 2026.

Ms. Kwok obtained a bachelors degree in business administration in corporate governance and compliance from The Hang Seng University of Hong Kong in December 2021, and a masters degree in corporate governance from The Polytechnic University of Hong Kong in October 2025.

In March 2026, Ms. Kwok became a chartered governance professional and an associate of The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

Pursuant to Rule 3.28 of the Listing Rules, an issuer must appoint as its company secretary an individual who, by virtue of his or her academic or professional qualifications or relevant experience, is, in the opinion of the Stock Exchange, capable of discharging the functions of company secretary.

We have applied to the Stock Exchange for, and the Stock Exchange [has granted], a waiver from strict compliance with Rules 3.28 and 8.17 of the Listing Rules, with regards to the qualifications of company secretary. For further details of the waiver application, please see "Waivers from Strict Compliance with the Listing Rules — Waiver in Relation to Joint Company Secretaries".

BOARD COMMITTEES

We have established the following committees within our Board of Directors, namely, Audit Committee, Remuneration Committee and Nomination Committee. The committees operate in accordance with the terms of reference adopted by our Board.

Audit committee

We have established our Audit Committee with written terms of reference in compliance with Rules 3.21 of the Listing Rules and the Paragraph D.3 in Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Audit Committee consists of three members, namely, Mr. Wang Ting-Chao, Ms. Peng Ying-Hui and Mr. Jou Hei-Jen, with appropriate accounting and financial management expertise. Mr. Wang Ting-Chao is the chairperson of the committee. The primary duties of the Audit Committee include:

(i) reviewing the financial controls and the internal control and risk management systems of our Group;

(ii) monitoring the integrity of our Company's financial statements; and

(iii) making recommendations to our Board on the appointment, re-appointment and removal of external auditors.

Remuneration Committee

We have established our Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Paragraph E.1 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Remuneration Committee consists of three members, namely, Ms. Peng Ying-Hui, Mr. Chen Gwo-Chaur and Mr. Jou Hei-Jen. Ms. Peng Ying-Hui is the chairperson of the committee. The primary duties of the Remuneration Committee include:

(i) making recommendations to our Board regarding our policy and structure of the remuneration of our Directors and senior management and on the establishment of a formal and transparent procedure for developing remuneration policies; and

(ii) making recommendations to our Board on the remuneration packages of our Directors and senior management.

Nomination Committee

We have established our Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and Paragraph B.3 in Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Nomination Committee consists of three members, namely, Mr. Lan Ting, Mr. Wang Ting-Chao and Ms. Peng Ying-Hui. Mr. Lan Ting is the chairperson of the committee. The primary duties of the Nomination Committee include:

(i) making recommendations to review the structure, size and composition (including the skills, knowledge and experience) of our Board; and

(ii) making recommendations to our Board on appointment or re-appointment of Directors; and

(iii) reviewing our Company's board diversity policy.

REMUNERATION AND COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

We offer our executive Directors and senior management members, who are also the Company's employees, compensation in the form of fees, salaries, retirement benefit scheme contributions, discretionary bonus, housing allowances and other benefits in kind. Our independent non-executive Directors receive compensation with reference to their respective positions and duties, including being a member or the chairperson of Board committees.

The aggregate remuneration (including directors' fee, salaries, allowances and benefits in kind, discretionary bonuses and retirement scheme contributions) received by our current Directors were RMB4.5 million, RMB3.7 million and RMB3.7 million for FY2023, FY2024 and FY2025, respectively. None of our Directors had waived any remuneration during the same period.

Under the arrangement currently in force, we estimate the total compensation before taxation, to be accrued to our Directors for FY2026 to be approximately RMB2.7 million. The actual remuneration of Directors in 2026 may be different from the expected remuneration.

For FY2023, FY2024 and FY2025, the aggregate remuneration paid by us to our five highest paid individuals (two of whom were our current Directors) amounted to approximately RMB8.6 million, RMB6.9 million and RMB6.9 million for FY2023, FY2024 and FY2025, respectively.

No remuneration was paid by our Group to our Directors or the five highest paid individuals as an inducement to join or upon joining us or as a compensation for loss of office during the Track Record Period. We confirmed that during the Track Record Period, no consideration was paid by our Company to, or receivable by, our Directors for making available directors' services or as termination benefits.

Save as disclosed above, no other payments had been made or are payable during the Track Record Period by our Group to our Directors or the five highest paid individuals.

CONFIRMATION FROM OUR DIRECTORS

Save as disclosed herein, as at the Latest Practicable Date, to the best knowledge, information and belief of our Directors having made all reasonable enquiries, there was no other material matters relating to his/her appointment as our Directors that need to be brought to the attention of our Shareholders and there is no other information in relation to our Directors which is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

Each of our Directors confirms that as at the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, directly or indirectly, with our business, and requires disclosure under Rule 8.10 of the Listing Rules and further confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on 26 May 2026, and (ii) understands his or her obligations as a director of a **[REDACTED]** on the **[REDACTED]** under the Listing Rules.

Save as disclosed herein, none of our Directors held any directorship in any other listed companies in the three years immediately prior to the Latest Practicable Date.

Each of the independent non-executive Directors confirms (i) his/her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) that he or she has no past or present financial or other interest in the business of the Company or its subsidiaries or any connection with any core connected person of the Company under the Listing Rules as at the Latest Practicable Date, and (iii) that there are no other factors that may affect his/her independence at the time of his/her appointments.

CORPORATE GOVERNANCE

We are committed to achieving high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. To accomplish this, we expect to comply with the corporate governance requirements under the Corporate Governance Code and Corporate Governance Report as set out in Appendix C1 to the Listing Rules after the **[REDACTED]**.

BOARD DIVERSITY POLICY

In order to enhance the effectiveness of our Board and to maintain the high standard of corporate governance, we have adopted the board diversity policy which sets out the objective and approach to achieve and maintain diversity of our Board. Pursuant to the board diversity policy, we seek to achieve Board diversity through the consideration of a number of factors when selecting the candidates to our Board, including but not limited to gender, skills, age, professional experience, knowledge, cultural and educational background, ethnicity and length of service. The ultimate decision of the appointment will be based on merit and the contribution which the selected candidates will bring to our Board.

Our Board has a balanced mix of knowledge, skills and experiences in various aspects, including business management, business development, finance, accounting and sales management. Our Board currently comprises four executive Directors, two non-executive Directors and three independent non-executive Directors, with independent non-executive Directors representing one third of the members of our Board. We have three independent non-executive Directors with different industry backgrounds. Furthermore, our Board has a diverse age and gender representation. In terms of gender diversity, our Board consists of eight male members and one female member. Taking into account our existing business model and specific needs as well as the different backgrounds of our Directors, the composition of our Board satisfies our board diversity policy. Looking ahead, we will continue to take steps to promote and enhance gender diversity at all levels of our Company, including but not limited to our Board and senior management levels.

Our Nomination Committee is responsible for reviewing the structure and diversity of the Board and selecting individuals to be nominated as Directors. After the **[REDACTED]**, our Nomination Committee will monitor and evaluate the implementation of the board diversity policy from time to time to ensure its continued effectiveness, and when necessary, make any revisions that may be required and recommend any such revisions to our Board for consideration and approval. The Nomination Committee will also include in our corporate governance report a summary of the board diversity policy, including any measurable objectives set for implementing the board diversity policy and the progress on achieving these objectives, on an annual basis.

COMPLIANCE ADVISER

We have appointed Ballas Capital Limited as our compliance adviser in compliance with Rules 3A.19 and 19A.05 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, we will consult with and seek advice from our compliance adviser in the following circumstances:

(a) before the publication of any regulatory announcement, circular or financial report;

(b) where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues, sales or transfers of treasury shares and share repurchases;

(c) where we propose to use the **[REDACTED]** of the **[REDACTED]** in a manner different from that detailed in this document or where its business activities, developments or results deviate from any forecast, estimate, or other information in this document; and

(d) where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the price or trading volume of the securities of our Company, the possible development of a false market in the securities of our Company or any other matters.

The term of the appointment shall commence on the **[REDACTED]** and end on the date on which our Company distributes its annual report in respect of its financial results for the first full financial year commencing after the **[REDACTED]**. Our Company may terminate the appointment of our compliance adviser by giving a one-month prior written notice to the compliance adviser.