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Hu Lane Associate Inc.

2025 Annual Report

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HULANE

I.	Company spokesman:	Acting Spokesperson:
	Name: Kao Shih-Hsiang	Name: Chang Chia-Chi
	Title: Spokesperson	Title: Accounting Officer
	TEL: (02) 2694-0551 ext. 60010	TEL: (02) 2694-0551 ext. 60007

Email of the Spokesperson: investor@hulane.com.tw

II. Address: 1F., Ln. 342, Fude 1st Rd., Neighborhood 32, Zhongxing Vil., Xizhi Dist., New Taipei City

TEL: (02)2694-0551

III. Share Registrar: SinoPac Securities Co., Ltd.

Address: 3F., No. 17, Bo'ai Rd., Zhongzheng Dist., Taipei City

TEL: (02)2381-6288

Website: http://www.sinotrade.com.tw

IV. Name, address, telephone number, and website of the certified public accountant for the most recent financial report

Name: Shih Chun-Hung, Cheng Hsu-Ran

Name: Deloitte Taiwan

Address: 20F., No. 100, Songren Rd., Xinyi District, Taipei City

TEL: (02)2725-9988

Website: http://www.deloitte.com.tw

V. Name of the exchanges where the Company's overseas securities are traded: None

Method of inquiring about the overseas securities information: None

VI. Company website: http://www.hulane.com

Table of Contents

One. Statement to Shareholders

Dear Shareholders,

In 2025, with the continued support of shareholders and all stakeholders, Hu Lane adopted a strategy of engaging on equal footing with world-class automakers to participate in innovative connectivity system solutions. Under its core strategies of technology orientation, high-efficiency service, close connectivity, and sustainable performance, the company faced an unprecedented transformation in the global industry. The rapid advancement of artificial intelligence, escalating tariffs, energy issues, trade tensions, ongoing conflicts, and geopolitical instability have continuously tested the resilience of business operations. Only organizations with a high degree of flexibility and agility can adjust their operational strategies in a timely manner and move steadily forward with the spirit of "improving 1% every day." For the Hu Lane Group, corporate resilience is the core competency that underpins sustainable operations.

In 2025, growth of 9.2% in the Chinese automotive market remained a key driver of global new vehicle market expansion, while sales in the US and Europe both returned to growth. The overall global automotive market grew approximately 3.6%, and the team also maintained steady revenue growth. In 2025, Hu Lane Group's consolidated operating revenue reached NT$9,823,300 thousand, an increase of 11.62% compared to 2024. In terms of profitability, amid force majeure factors including economic uncertainty and significant exchange rate fluctuations, consolidated pre-tax net income for 2025 was NT$1,548,052 thousand, and consolidated after-tax earnings per share were NT$10.74, both representing a decline of 16.03% and 11.82% compared to the prior year.

Artificial intelligence has become the core driving force of enterprise technology services, and automotive intelligent control systems are also trending toward AI-powered development. In 2025, as Hu Lane's products moved toward intelligentization and domain control, the R&D team continued to actively innovate and improve product-related technologies. Building on digitalization and automation as a foundation, the company is transitioning from “digital transformation” to “intelligent transformation,” with all employees focused on enhancing system application capabilities and innovation. Through the implementation of an internal BI system, efficiency and forecast accuracy in production and sales planning were significantly improved. In 2025, the R&D team filed 22 patent applications for innovative designs and obtained 12 certificates, bringing the cumulative total of domestic and overseas granted patent certificates to 247. In addition, development was completed in 2025 on a range of conventional connectors for automobiles and motorcycles, while the company also actively advanced into electronic control systems, developing products and technologies for electric vehicles, intelligent vehicles, and automotive electronics — including high-speed high-frequency connectors, high-voltage connectors, PCB fuse boxes, and the development of intelligent power distribution system product platforms.

Looking ahead, the automotive market is accelerating the development of the EV industry by supporting the intelligent EV supply chain, high-transmission high-current products, and encouraging investment in EV green energy infrastructure. According to market statistics, global new vehicle sales in 2025 totaled 91.95 million units, while the global market is estimated to reach 80.77 million units in 2026, representing an overall annual market decline of -12.2%, with China posting the steepest decline at -38.5%. The Hu Lane Group will respond to continuously shifting market risks through strategies including the sequential shipment of high-value-added new smart control integrated products, expansion of revenue penetration in Europe, the Americas, and Asia, as well as industry integration through investment and M&A.

In its future sustainability direction, the Hu Lane Group will continue to monitor greenhouse gas emission intensity. In 2026, the Group plans to increase the share of green energy to 25% of total energy consumption, and will undertake TCFD climate change risk and opportunity identification and risk matrix analysis to address future risks and opportunities through operating activities. In 2026, the Group will simultaneously advance its green factory certification system and promote green energy and carbon reduction to fulfill its sustainability responsibilities. The Hu Lane Group looks forward to taking key actions under its corporate value commitments of “Sustainable Responsible Procurement,” “Green Product Innovation,” “Circular Economy,” “Low-Carbon Manufacturing Transformation,” “Empowering Employees,” and “Healthy and Safe Workplace,” and to continuously reviewing and advancing these goals together with the Sustainability Development Committee.

We will insist on continuous innovation and breakthroughs to become a world class leading brand. This is the long-term goal of Hu Lane’s sequential development. We thank our team for their tireless efforts, and we express our sincere gratitude to all shareholders for their trust and support of the Hu Lane team. In the future, volatile regional risks, energy fluctuations affecting raw material costs, and protectionist trade tariff wars all represent uncertain risk factors that test Hu Lane and its team as they face future challenges. With the support of shareholders, the team will continuously review shifting industry risks and opportunities, and meet future challenges with effort guided by its six core values — Integrity, Unity, Sustainability, Agility, Innovation, and Excellence — as well as corporate resilience.

Best wishes to all shareholders, ladies and gentlemen

Good health and all the best

Chairman: Chang Tzu-Hsiung

Two. Corporate Governance Report

I. Directors, President, Vice Presidents, Assistant Vice-Presidents and Heads of Departments and Branches

(I) Information of Directors

As of March 31, 2026

Job title	Nationality or place of registration	Name	Gender and age	Election (inauguration) date	Term of office	Date of initial election	Shares Held at the Time of Election		Current holdings		Shares currently held by spouses and minors		Shares held in someone else's name		Major (academic) experience	Positions held concurrently in the Company and other companies	Other supervisors, directors, or supervisors that are a spouse or within the second degree of kinship			Remark (Note 2)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relation ship	
Chairman	Republic of China	Chang Tzu-Hsiung	Male Age 71-80	2023.06.19	3 years	May 28, 1977	4,001,173	4.01%	4,313,628	3.62%	1,352,541	1.14%	0	0.00%	Academic background Kai Ming Senior Technical and Commercial Vocational School Experience Chairman of Hu Lane Associate Inc. Chairman of Hu Lane Electronics (Vietnam) Executive Director of Hu Lane Electronics (Nanjing) Director of Dongguan Hu Lane Electronics Technology Co., Ltd. Executive Director of Dongguan Hu Lane Puguang Trading Director of Chang Yi Investment Co., Ltd. Director of Direct ForexLLC Director of CUB ELECPARTS INC. Director of YINSHERB CORP. LTD.	Chairman of Hu Lane Associate Inc. Chairman of Hu Lane Electronics (Vietnam) Executive Director of Hu Lane Electronics (Nanjing) Director of Dongguan Hu Lane Electronics Technology Co., Ltd. Executive Director of Dongguan Hu Lane Puguang Trading Director of Chang Yi Investment Co., Ltd. Director of CUB ELECPARTS INC. Director of YINSHERB CORP. LTD.	CEO concurrently serving as Head of the Global R&D Center of Hu Lane Associate Inc. Director Chairman and President of Hu Lane Technology Manufacturing Co., Ltd. Executive Vice President of Global Manufacturing Business Group Executive Deputy General Manager, Global Sales at Hu Lane Associate Inc. Chief Accounting Officer, Hu Lane Associate Inc.	Chang Tzu-Chieh Chang Ping-Chun Chang Shao-Chien Chang Chia-Chi	Brother Father and son Father and son Father and daughter	None

Job title	Nationality or place of registration	Name	Gender and age	Election (inauguration) date	Term of office	Date of initial election	Shares Held at the Time of Election		Current holdings		Shares currently held by spouses and minors		Shares held in someone else's name		Major (academic) experience	Positions held concurrently in the Company and other companies	Other supervisors, directors, or supervisors that are a spouse or within the second degree of kinship			Remark (Note 2)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relation ship	
Director	Republic of China	Hu Sheng-Ching	Male Age 71-80	2023.06.19	3 years	May 28, 1977	5,775,315	5.79%	6,215,681	5.22%	2,262,683	1.90%	0	0.00%	**Academic background** Jiaoxi Junior High School **Experience** General Manager of Hu Lane Associate Inc. Chairman of Dongguan Hu Lane Electronic Technology Co., Ltd. Director of FORTUNE MASTER DEVELOPMENT LIMITED	General Manager of Hu Lane Associate Inc. Chairman of Dongguan Hu Lane Electronic Technology Co., Ltd. Director of FORTUNE MASTER DEVELOPMENT LIMITED	Director	Hu Shao-Ju	Father and daughter	None
Director	Republic of China	Chang Ping-Chun	Male Age 41-50	2023.06.19	3 years	June 18, 2014	1,936,163	1.94%	2,083,795	1.75%	353,008	0.30%	0	0.00%	**Academic background** Institute of Industrial Engineering Georgia Institute of Technology **Experience** Engineer of HannStar Board Hu Lane Associate Inc. Deputy Manager of QC Division, Assistant Manager, R&D Center, Taipei Production Dept., Taipei Production Division, Assistant Manager of the R&D Center PT. HULANE TECH MANUFACTURING Chairman (and President), Asia Pacific Sales Assistant Vice President Director of SHANG HO INDUSTRY CO., LTD.	Chairman and President of Hu Lane Technology Manufacturing Co., Ltd. Executive Vice President of Global Production, Hu Lane Associate Inc.	Chairman, Hu Lane Associate Inc. Executive Deputy General Manager, Global Sales at Hu Lane Associate Inc. Chief Accounting Officer, Hu Lane Associate Inc.	Chang Tzu-Hsiung Chang Shao-Chien Chang Chia-Chi	Father and son Brother Brother and sister	None

Job title	Nationality or place of registration	Name	Gender and age	Election (inauguration) date	Term of office	Date of initial election	Shares Held at the Time of Election		Current holdings		Shares currently held by spouses and minors		Shares held in someone else's name		Major (academic) experience	Positions held concurrently in the Company and other companies	Other supervisors, directors, or supervisors that are a spouse or within the second degree of kinship			Remark (Note 2)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relation ship	
Director	Republic of China	Hu Shao-Ju	Female Age 41-50	2023.06.19	3 years	June 18, 2014	2,439,251	2.44%	2,625,243	2.21%	0	0.00%	0	0.00%	**Academic background** Department of Banking and Finance, Chinese Culture University **Experience** Director of SHANG HO INDUSTRY CO., LTD. Director, Jiaxing Shang Ho Industry Co., Ltd. Supervisor of Yintong Investment Co., Ltd. Supervisor, Fuyin Investment Co., Ltd.	Director of Jiaxing Shanghe Electronics Technology Co., Ltd. Supervisor of Yintong Investment Co., Ltd. Supervisor, Fuyin Investment Co., Ltd.	Director President	Hu Sheng-Ching	Father and daughter	None
Director	Republic of China	Liu Chun-	Female Age 71-80	2023.06.19	3 years	May 28, 1977	4,106,005	4.12%	4,368,687	3.67%	0	0.00%	0	0.00%	**Academic background** Feng Yuan Commercial Hugh School **Experience** Armani Apparel Co., Ltd. Principal	None	None	None	None	None
Director	Republic of China	Lin Yuan-Li	Male Age 71-80	2023.06.19	3 years	June 13, 2008	0	0.00%	0	0.00%	8,825	0.01%	0	0.00%	**Academic background** Taichung Municipal Wufeng Agricultural and Industrial High School **Experience** Supervisor of Wei Han Industrial Co., Ltd.	Sales Manager of Qiao Lin Industrial Co., Ltd.	None	None	None	None

Job title	Nationality or place of registration	Name	Gender and age	Election (inauguration) date	Term of office	Date of initial election	Shares Held at the Time of Election		Current holdings		Shares currently held by spouses and minors		Shares held in someone else's name		Major (academic) experience	Positions held concurrently in the Company and other companies	Other supervisors, directors, or supervisors that are a spouse or within the second degree of kinship			Remark (Note 2)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relation ship	
Independent Director	Republic of China	Chang Shyueh-Chih	Male Aged 61-70	June 19, 2023	3 years	June 19, 2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	**Academic background** Department of Accounting, Soochow University **Experience** Assistant Manager, Finance, China Development Financial Holding Corporation The 13th Chairman of the Kaohsiung Institute of Certified Public Accountants ROC (National Association of Certified Public Accountants) Chairman	Director of National Federation of Certified Public Accountants of The Republic of China Partner Accountant of Deloitte Taiwan	None	None	None	None
Independent Director	Republic of China	Lin, Chan-Lieh	Male Aged 61-70	June 19, 2023	3 years	June 18, 2014	10,125	0.01%	10,896	0.01%	0	0.00%	0	0.00%	**Academic background** National Tainan Institute of Technology **Experience** Consultant of MEC IMEX INC. Consultant of ACES ELECTRONICS CO., LTD. Chief Operating Officer of Taisol Electronics Co., Ltd. Supervisor of APAQ Technology Co., Ltd. Director of Wanshin Electronics Co., Ltd. Chief Operating Officer of Taisol Electronics Co., Ltd. Director, Taisol (Japan, Suzhou, Siyang) Legal representative	None (Note 3) (Note 4)	None	None	None	None

Job title	Nationality or place of registration	Name	Gender and age	Election (inauguration) date	Term of office	Date of initial election	Shares Held at the Time of Election		Current holdings		Shares currently held by spouses and minors		Shares held in someone else's name		Major (academic) experience	Positions held concurrently in the Company and other companies	Other supervisors, directors, or supervisors that are a spouse or within the second degree of kinship			Remark (Note 2)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relation ship	
Independent Director	Republic of China	Tai Chia-Wei	Male Aged 61-70	June 19, 2023	3 years	June 19, 2023	0	0.00%	0	0.00%	0	0.00%	0	0.00%	**Academic background** Fu Jen Catholic University, Department of Business Administration **Experience** Vice President of SinoPac Securities Director of SinoPac Venture Capital Director of Tomoji Venture Capital Corp. Director, CENS Technology Co., Ltd. Director of Everlit Biomedical Co., Ltd.	Independent Director of SiS Technology Co., Ltd. Independent Director of Family International Gourmet Co., Ltd. Independent Director of Better Life Group Co., LTD.	None	None	None	None

Note 1. The shareholding ratio is calculated based on the total outstanding shares of 119,015,700 as of March 31, 2026.

Note 2. When the President/CEO (highest-ranking executive) and the Chairman are the same person, spouses, or first-degree relatives, the reasons, reasonableness, necessity, and responsive measures (e.g., increasing the number of independent directors, and ensuring that more than half of the directors do not concurrently serve as employees or managers) shall be disclosed. This does not apply to our company, as no such situation exists.

Note 3. Independent Director Lin Zhan-Lie resigned as advisor to Longhan Technology on March 31, 2025.

Note 4. Independent Director Lin Zhan-Lie resigned as advisor to Hongjie Electronics on March 31, 2025.

Disclosure of professional qualifications and independence of independent directors:

Condition / Name of Director	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other companies serving as Independent Directors
Chairman Chang Tzu-Hsiung	Possess at least 5 years of working experience required for the Company's business operations. Currently, he is the Chairman of the Company. Does not meet any of the conditions specified in Article 30 of the Company Act.	(1) Directors, supervisors, or employees of other companies not holding more than half of the company's directors and voting shares are controlled by the same person. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (2) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provide audits or commercial, legal, financial, or accounting-related services for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (3) Not elected according to Article 27 of the Company Act is a government, institution, or its representative.	0
Director Hu Sheng-Ching	Possess at least 5 years of working experience required for the Company's business operations. He currently serves as the Company's Director and President. Does not meet any of the conditions specified in Article 30 of the Company Act.	(1) Directors, supervisors, or employees of other companies not holding more than half of the company's directors and voting shares are controlled by the same person. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (2) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provide audits or commercial, legal, financial, or accounting-related services for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (3) Not elected according to Article 27 of the Company Act is a government, institution, or its representative.	0

Director Chang Ping-Chun	Possess at least 5 years of working experience required for the Company's business operations. Currently, he is the Executive Vice President of the Company. Does not meet any of the conditions specified in Article 30 of the Company Act.	(1) The director, supervisor, or employee of a corporate shareholder who does not directly hold more than 5% of the total issued shares of the company, or who is one of the top five holders of shares, or who has appointed a representative as a director or supervisor of the company in accordance with Article 27-1 or 2 of the Company Act. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (2) Directors, supervisors, or employees of other companies not holding more than half of the company's directors and voting shares are controlled by the same person. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (3) Not a director, supervisor, or employee of any other company or institution where the chairman, general manager, or person holding an equivalent position of the company is the same person or spouse. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (4) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provide audits or commercial, legal, financial, or accounting-related services for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (5) Not elected according to Article 27 of the Company Act is a government, institution, or its representative.	0
Director Hu Shao-Ju	Possess at least 5 years of working experience required for the Company's business operations. He currently serves as the director of the Company. Does not meet any of the conditions specified in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliated companies. (2) Not a director or supervisor of the Company or any of its affiliated companies. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (3) Directors, supervisors, or employees of other companies not holding more than half of the company's directors and voting shares are controlled by the same person. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (4) Not a director, supervisor, or employee of any other company or institution where the chairman, general manager, or person holding an equivalent position of the company is the same person or spouse. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (5) Not a director, supervisor, manager, or shareholder holding more than 5% of the shares of any company or institution that has a financial or business relationship with the Company (except for independent directors appointed in accordance with the Act or the laws and regulations of the local country by the Company and its parent company, subsidiaries, or subsidiaries of the same parent company, unless the above circumstances do not exceed 50% but are more than 20%). (6) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provide audits or commercial, legal, financial, or accounting-related services for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (7) Not elected according to Article 27 of the Company Act is a government, institution, or its representative.	0

Director Liu Chun-Hsiang	Possess at least 5 years of working experience required for the Company's business operations. He currently serves as the director of the Company. Does not meet any of the conditions specified in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliated companies. (2) Not a director or supervisor of the Company or any of its affiliated companies. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (3) Not one of the managers listed in (1) or the natural person shareholder of (2), not himself/herself and his/her spouse, underage children, or holding 1% or more of the Company's total outstanding shares in the name of others, or who holds a top ten position of shares. The spouse, relatives within the second degree of kinship, or lineal relatives within the third degree of kinship. (4) Not a director, supervisor, or employee of any other company or institution where the chairman, general manager, or person holding an equivalent position of the company is the same person or spouse. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (5) Not a director, supervisor, manager, or shareholder holding more than 5% of the shares of any company or institution that has a financial or business relationship with the Company (except for independent directors appointed in accordance with the Act or the laws and regulations of the local country by the Company and its parent company, subsidiaries, or subsidiaries of the same parent company, unless the above circumstances do not exceed 50% but are more than 20%). (6) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provide audits or commercial, legal, financial, or accounting-related services for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (7) Not elected according to Article 27 of the Company Act is a government, institution, or its representative.	0

Director Lin Yuan-Li	Possess at least 5 years of working experience required for the Company's business operations. He currently serves as the director of the Company. Does not meet any of the conditions specified in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliated companies. (2) Not a director or supervisor of the Company or any of its affiliated companies. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (3) Not a natural-person shareholder who holds 1% or more of the Company's total outstanding shares in the name of his/her spouse, underage children, or in another person's name or is one of the top 10 shareholders by shareholding. (4) Not the spouse, relative of the second degree of kinship, or direct relative of the third degree of kinship within the scope of (1) or any of the personnel (2) or (3). (5) The director, supervisor, or employee of a corporate shareholder who does not directly hold more than 5% of the total issued shares of the company, or who is one of the top five holders of shares, or who has appointed a representative as a director or supervisor of the company in accordance with Article 27-1 or 2 of the Company Act. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (6) Directors, supervisors, or employees of other companies not holding more than half of the company's directors and voting shares are controlled by the same person. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (7) Not a director, supervisor, or employee of any other company or institution where the chairman, general manager, or person holding an equivalent position of the company is the same person or spouse. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (8) Not a director, supervisor, manager, or shareholder holding more than 5% of the shares of any company or institution that has a financial or business relationship with the Company (except for independent directors appointed in accordance with the Act or the laws and regulations of the local country by the Company and its parent company, subsidiaries, or subsidiaries of the same parent company, unless the above circumstances do not exceed 50% but are more than 20%). (9) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provide audits or commercial, legal, financial, or accounting-related services for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (10) Not a spouse or relative within the second degree of kinship to any other director. (11) Not elected according to Article 27 of the Company Act is a government, institution, or its representative.	0

Independent Director Chang Shyueh-Chih	Possess at least 5 years of working experience required for the Company's business operations. Has passed the examinations required by the state for CPAs or other duties required by the Company's business activities. He currently serves as the director of the Company. Does not meet any of the conditions specified in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliated companies. (2) Not a director or supervisor of the Company or any of its affiliated companies. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (3) Not a natural-person shareholder who holds 1% or more of the Company's total outstanding shares in the name of his/her spouse, underage children, or in another person's name or is one of the top 10 shareholders by shareholding. (4) Not the spouse, relative of the second degree of kinship, or direct relative of the third degree of kinship within the scope of (1) or any of the personnel (2) or (3). (5) The director, supervisor, or employee of a corporate shareholder who does not directly hold more than 5% of the total issued shares of the company, or who is one of the top five holders of shares, or who has appointed a representative as a director or supervisor of the company in accordance with Article 27-1 or 2 of the Company Act. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (6) Directors, supervisors, or employees of other companies not holding more than half of the company's directors and voting shares are controlled by the same person. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (7) Not a director, supervisor, or employee of any other company or institution where the chairman, general manager, or person holding an equivalent position of the company is the same person or spouse. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (8) Not a director, supervisor, manager, or shareholder holding more than 5% of the shares of any company or institution that has a financial or business relationship with the Company (except for independent directors appointed in accordance with the Act or the laws and regulations of the local country by the Company and its parent company, subsidiaries, or subsidiaries of the same parent company, unless the above circumstances do not exceed 50% but are more than 20%). (9) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provide audits or commercial, legal, financial, or accounting-related services for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (10) Not a spouse or relative within the second degree of kinship to any other director. (11) Not elected according to Article 27 of the Company Act is a government, institution, or its representative.	0

Independent Director Lin, Chan-Lieh	Possess at least 5 years of working experience required for the Company's business operations. He currently serves as the director of the Company. Does not meet any of the conditions specified in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliated companies. (2) Not a director or supervisor of the Company or any of its affiliated companies. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (3) Not a natural-person shareholder who holds 1% or more of the Company's total outstanding shares in the name of his/her spouse, underage children, or in another person's name or is one of the top 10 shareholders by shareholding. (4) Not the spouse, relative of the second degree of kinship, or direct relative of the third degree of kinship within the scope of (1) or any of the personnel (2) or (3). (5) The director, supervisor, or employee of a corporate shareholder who does not directly hold more than 5% of the total issued shares of the company, or who is one of the top five holders of shares, or who has appointed a representative as a director or supervisor of the company in accordance with Article 27-1 or 2 of the Company Act. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (6) Directors, supervisors, or employees of other companies not holding more than half of the company's directors and voting shares are controlled by the same person. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (7) Not a director, supervisor, or employee of any other company or institution where the chairman, general manager, or person holding an equivalent position of the company is the same person or spouse. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (8) Not a director, supervisor, manager, or shareholder holding more than 5% of the shares of any company or institution that has a financial or business relationship with the Company (except for independent directors appointed in accordance with the Act or the laws and regulations of the local country by the Company and its parent company, subsidiaries, or subsidiaries of the same parent company, unless the above circumstances do not exceed 50% but are more than 20%). (9) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provide audits or commercial, legal, financial, or accounting-related services for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (10) Not a spouse or relative within the second degree of kinship to any other director. (11) Not elected according to Article 27 of the Company Act is a government, institution, or its representative.	0

Independent Director Tai Chia-Wei	Possess at least 5 years of working experience required for the Company's business operations. He currently serves as the director of the Company. Does not meet any of the conditions specified in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliated companies. (2) Not a director or supervisor of the Company or any of its affiliated companies. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (3) Not a natural-person shareholder who holds 1% or more of the Company's total outstanding shares in the name of his/her spouse, underage children, or in another person's name or is one of the top 10 shareholders by shareholding. (4) Not the spouse, relative of the second degree of kinship, or direct relative of the third degree of kinship within the scope of (1) or any of the personnel (2) or (3). (5) The director, supervisor, or employee of a corporate shareholder who does not directly hold more than 5% of the total issued shares of the company, or who is one of the top five holders of shares, or who has appointed a representative as a director or supervisor of the company in accordance with Article 27-1 or 2 of the Company Act. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (6) Directors, supervisors, or employees of other companies not holding more than half of the company's directors and voting shares are controlled by the same person. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (7) Not a director, supervisor, or employee of any other company or institution where the chairman, general manager, or person holding an equivalent position of the company is the same person or spouse. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other. (8) Not a director, supervisor, manager, or shareholder holding more than 5% of the shares of any company or institution that has a financial or business relationship with the Company (except for independent directors appointed in accordance with the Act or the laws and regulations of the local country by the Company and its parent company, subsidiaries, or subsidiaries of the same parent company, unless the above circumstances do not exceed 50% but are more than 20%). (9) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provide audits or commercial, legal, financial, or accounting-related services for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (10) Not a spouse or relative within the second degree of kinship to any other director. (11) Not elected according to Article 27 of the Company Act is a government, institution, or its representative.	3

Disclosure of professional qualifications and independence of independent directors:

The Company's Board of Directors currently consists of 9 directors. The specific management goals and accomplishments of the Board diversity policy are as follows:

Management Objectives	Status of Achievement
The number of directors concurrently serving as a managerial officer of the Company shall not exceed one-third of the total number of directors	Achieved
Sufficient and diversified professional knowledge and skills	Achieved

The implementation of the diversity policy of the board of directors is as follows:

Diversified Core / Name of Director	Basic composition: Nationality	Basic composition: Gender	Basic composition: has employee status	Basic composition: Independent directors with years of service under 9 years	Age: Aged 41-50	Age: Aged 51-60	Age: Aged 61-70+	Professional background: Industry	Professional background: Finance and Accounting	Professional background: Professional service and marketing	Professional background: Information security	Professional knowledge and skills: Operational judgment	Professional knowledge and skills: Business management ability	Professional knowledge and skills: Leadership decision-making ability	Professional knowledge and skills: Risk management and crisis management	Professional knowledge and skills: Industry knowledge	Professional knowledge and skills: International market perspective	Number of other public companies in which there is service concurrently as an Independent Director
Chairman Chang Tzu-Hsiung	Republic of China	Male					V	V	V	V		V	V	V	V	V	V	0
Director Hu Sheng-Ching		Male	V				V	V	V	V		V	V	V	V	V	V	0
Director Chang Ping-Chun		Male	V		V			V		V		V	V	V	V	V	V	0
Director Hu Shao-Ju		Fe			V			V		V		V	V	V	V	V	V	0
Director Liu Chun-Hsiang		Fem					V	V		V		V	V	V	V	V	V	0
Director Lin Yuan-Li		M					V	V	V	V		V	V	V	V	V	V	0
Independent Director Chang Shyueh-Chih		Male		V			V	V	V	V		V	V	V	V	V	V	0
Independent Director Lin, Chan-Lieh		Male					V	V	V	V		V	V	V	V	V	V	0

Independent Director Tai Chia-Wei		Male		V			V	V	V	V		V	V	V	V	V	V	3

Diversity and independence of the board of directors:

(1) Diversity of the board of directors:

The Company advocates and respects the policy of diversity of directors to strengthen corporate governance and promote the sound development of the composition and structure of the board of directors. We believe that the policy of diversity will help improve the overall performance of the Company. The members of the board of directors are elected according to the principle of talents, who have diversified and complementary abilities across industries, including basic composition (e.g. age, gender, nationality, etc.), industry experience and related skills (e.g., finance, accounting, legal and financial, and public service), as well as business judgment, management, leadership, and crisis management skills.

(2) Independence of the board of directors:

The Company has 22% of its directors with employee status, 33% independent directors, and 22% female directors. More than half of the independent directors have served for less than 9 years, seven directors are over the age of 61–70, and two are over the age of 41–50. The Company places importance on gender equality in Board composition and on accounting and financial expertise. In the 8th Board of Directors, two independent directors with accounting and finance/financial backgrounds were added to provide oversight and professional opinions in order to achieve the goal of diversity. The Company's director does not have the circumstances described in Paragraph 3 and 4 of Article 26-3 of the Securities and Exchange Act.

(II) Profile of Key Managers

Profile of the President, Vice Presidents, Assistant Vice Presidents, and heads of various departments and branches

Information as of March 31, 2026

Job title	Nationality	Name	Gender Age	Election	Number of shares held (Note 1)		Shares held by spouse and minor children		Shares held in someone else's name		Main experience (academic)	Positions held in other companies	Managers related to a spouse or second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
President	Republic of China	Hu Sheng-Ching	Male Age 71-80	1977.06.06	6,215,681	5.22%	2,262,683	1.90%	0	0.00%	Jiaoxi Junior High School President of Hu Lane Associate Inc.	Chairman of Dongguan Hu Lane Electronic Technology Co., Ltd. Director of FORTUNE MASTER DEVELOPMENT LIMITED	None	None	None	None
CEO	Republic of China	Chang Tzu-Chieh	Male Aged 61-70	2022.01.01	1,302,925	1.09%	388,146	0.33%	0	0.00%	Department of Mechanical Engineering, Feng Chia University CEO concurrently serving as Head of the Global R&D Center of Hu Lane Associate Inc.	Vice Chairman of Yangzhou Lear & Hu Lane Automotive Parts Trading Co., Ltd. Supervisor of Dongguan Hu Lane Puguang Trading Co., Ltd. Supervisor of Dongguan Hu Lane Electronic Technology Co., Ltd. Director of PT. HULANE TECH MANUFACTURING Director of FORTUNE MASTER DEVELOPMENT LIMITED	Chairman Assistant Manager	Chang Tzu-Hsiung Chang Chung-I	Brother Father and son	None
Vice President	Republic of China	Chang Ping-Chun	Male Aged 41-50	111.02.15	2,083,795	1.75%	353,008	0.30%	0	0.00%	Georgia Institute of Technology Master of Science in Industrial Engineering Engineer of HannStar Board Executive Deputy General Manager, Global Manufacturing Group, Hu Lane Associate Inc.	Chairman and President of Hu Lane Technology Manufacturing Co., Ltd.	Chairman Executive Vice President Accounting Officer	Chang Tzu-Hsiung Chang Shao-Chien Chang Chia-Chi	Father and son Brother Siblings	None

Job title	Nationality	Name	Gender Age	Election	Number of shares held (Note 1)		Shares held by spouse and minor children		Shares held in someone else's name		Main experience (academic)	Positions held in other companies	Managers related to a spouse or second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Vice President	Republic of China	Chang Shao-Chien	Male Age 31-40	February 15, 2022	2,109,355	1.77%	330,946	0.28%	0	0.00%	Master of Project Management, Northeastern University Executive Vice President, Global Sales & Marketing Group and Head of International Marketing Division of Hu Lane Associate Inc.	Director of Yangzhou Lear & Hulian Automotive Parts Trading Co., Ltd. Italy Hu Lane Director	Chairman Executive Vice President Accounting Officer	Chang Tzu-Hsiung Chang Ping-Chun Chang Chia-Chi	Father and son Brother Siblings	None
Vice President / Sustainable Development Officer / Corporate Governance Officer	Republic of China	Pan Su-Chiu	Female Aged 51-60	111.02.15	24,268	0.02%	2,206	0.00%	0	0.00%	Master of Economics and Management, Chung Hua University Assistant Manager of Finance, An Feng Group Deputy Manager, Underwriting Department, Jinghua Securities Co., Ltd. Assistant Manager of CPA Consulting Group, Deloitte Taiwan Vice President of Sustainable Development Department, and Corporate Governance Officer, Hu Lane Associate Inc. Chief Sustainability Officer of Sustainability Committee, Hu Lane Associate Inc.	Supervisor of Yangzhou Lear & Hu Lane Automotive Parts Trading Co., Ltd. Supervisor of PT. HULANE TECH MANUFACTURING Supervisor of Jiaxing Shangho Electronic Technology Co., Ltd. Supervisor of YINSHERB CORP. LTD.	None	None	None	None

Job title	Nationality	Name	Gender Age	Election	Number of shares held (Note 1)		Shares held by spouse and minor children		Shares held in someone else's name		Main experience (academic)	Positions held in other companies	Managers related to a spouse or second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Assistant Manager	Republic of China	Chang Chung-I	Male Age 31-40	111.02.15	161,388	0.14%	0	0.00%	0	0.00%	University of Strathclyde Master of Science in international Human Resource Management Next Animation Studio HR Human Resources Manager of Startronics Assistant Vice President, Group Human Resources Division and Group Information Division	Italy Hu Lane Director	CEO	Chang Tzu-Chieh	Father and son	None
Vice President	Republic of China	Li Ying-Te	Male Aged 51-60	111.04.01	10,762	0.01%	0	0.00%	0	0.00%	Ph.D., Department of Mechanical Engineering, National Sun Yat-Sen University Project Management Manager of Liu Ho, Ford Manager of Automotive Division, Foxconn Director of Amphenol Chief Technology Officer of Xuande Technology Vice President, R&D Department, Hu Lane Associate Inc.	None	None	None	None	None
Vice Chief Engineer	Republic of China	Wang Chih-Hsin	Male Aged 51-60	111.02.15	17,304	0.01%	0	0.00%	0	0.00%	Yung Chun High School Mold Engineer, MRT Corporation Person in charge of Shunxin Precision Co., Ltd. Vice Chief Engineer, Engineering Department, Hu Lane Associate Inc.	None	None	None	None	None

Job title	Nationality	Name	Gender Age	Election	Number of shares held (Note 1)		Shares held by spouse and minor children		Shares held in someone else's name		Main experience (academic)	Positions held in other companies	Managers related to a spouse or second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Vice President	Republic of China	Chao Ching-Shan	Male Aged 51-60	February 15, 2022	70,473	0.05%	0	0.00%	0	0.00%	Master of Industrial Engineering, National Taiwan University Vice President of Taipei Production Division, Hu Lane Associate Inc.	None	None	None	None	None
Vice President	Republic of China	Fang Kai-Ping	Male Aged 51-60	111.02.15	34,747	0.03%	0	0.00%	0	0.00%	Master of Industrial Engineering and Management, National Taipei University of Technology Vice President of Quality Assurance Division, Hu Lane Associate Inc.	Director of Dongguan Hu Lane Electronics Technology Co., Ltd. Director of PT. HULANE TECH MANUFACTURING	None	None	None	None
Assigned Vice President	Republic of China	Chen Kei-Chou	Male Age 41-50	January 1, 2015	20,374	0.02%	10,762	0.01%	0	0.00%	Master of Industrial Engineering and Management, National Taipei University of Technology Vice President of Hu Lane Electronics (Nanjing)	Chairman of Jiaxing Shangho Electronic Technology Co., Ltd.	None	None	None	None
Assigned Vice President	Republic of China	Lin Ming-Miao	Male Aged 61-70	April 1, 2017	2,206	0.00%	8,825	0.01%	0	0.00%	Department of Electrical Engineering, National Hsinchu Advanced Industrial Vocational School Assistant Manager, China Electric Terminal Co., Ltd. Vice President of Nantong Great Electric Co., Ltd. Vice President of Dongguan Hu Lane Electronic Technology Co., Ltd.	None	None	None	None	None

Job title	Nationality	Name	Gender Age	Election	Number of shares held (Note 1)		Shares held by spouse and minor children		Shares held in someone else's name		Main experience (academic)	Positions held in other companies	Managers related to a spouse or second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
External Director	Republic of China	Yu Ching-Fu	Male Aged 51-60	January 1, 2016	13,001	0.01%	3,310	0.00%	0	0.00%	National Ilan University Director of the Sales Division in Mainland China	None	None	None	None	None
Assistant Vice President	Republic of China	Bai Ming	Male Aged 51-60	2023.11.08	0	0.00%	0	0.00%	0	0.00%	China University of Science and Technology, Dept. of Industrial Engineering and Management Head, China Electric Terminal Co., Ltd. Assistant Manager of PORTABLEBIOS Co., Ltd. Deputy Assistant Manager, China Electric Terminal Co., Ltd. Assistant Manager of Jiaxing Shangho Electronic Technology Co., Ltd.	None	None	None	None	None
Assistant Manager	Republic of China	Song Dazhi	Male Aged 51-60	March 15, 2024	0	0.00%	0	0.00%	0	0.00%	Department of Vehicle Engineering, National Taipei University of Technology Assistant Manager of AN TEC ELECTRIC SYSTEM CO., LTD. Vice President of Lorom Industrial Co., Ltd. Vice President of Jincheng, Dezhou city of Shandong Province DENSO Co., Ltd. Associate, Wire Harness R&D Division, Hu Lane Associate Inc.	None	None	None	None	None

Job title	Nationality	Name	Gender Age	Election	Number of shares held (Note 1)		Shares held by spouse and minor children		Shares held in someone else's name		Main experience (academic)	Positions held in other companies	Managers related to a spouse or second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Assistant Vice President	Republic of China	Chu Hsueh-Ren	Male Aged 51-60	2025.01.01	0	0.00%	0	0.00%	0	0.00%	Department of Industrial Management, Tamshui Vocational College of Business and Management Deputy Director of Production, CTE TECH Plant Manager, NILES CTE ELECTRONIC CO., LTD. Deputy General Manager, Shanghe, Zhengzhou Assistant Vice President, Hu Lane Vietnam / Assistant Vice President, Wire Harness Production Division	None	None	None	None	None
Assistant Vice President	Republic of China	Chang Shih-Wei	Male Aged 41-50	2025.01.01	7,691	0.01%	0	0.00%	0	0.00%	Department of Electronics, National Yunlin University of Science & Technology President, Shang Ho Industrial Co., Ltd. Associate, Hu Lane Indonesia	Director of Jiaxing Shanghe Electronics Technology Co., Ltd.	None	None	None	None
Audit supervisor	Republic of China	Zhang Chao-wei	Male Age 31-40	November 13, 2023	0	0.00%	0	0.00%	0	0.00%	Department of Accounting of Yuan Ze University Officer of KPMG Taiwan Senior Auditor of PWC Taiwan Chief Internal Auditor, Hu Lane	None	None	None	None	None
Chief Financial Officer	Republic of China	Cheng Ya-Ching	Female Age 41-50	2024.08.12	60,569	0.05%	0	0.00%	0	0.00%	Department of Finance, Tamkang University Chief of Finance, Hu Lane Associate Inc.	None	None	None	None	None

Job title	Nationality	Name	Gender Age	Election	Number of shares held (Note 1)		Shares held by spouse and minor children		Shares held in someone else's name		Main experience (academic)	Positions held in other companies	Managers related to a spouse or second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Accounting Officer	Republic of China	Chang Chia-Chi	Female Age 41-50	July 15, 2021	2,850,994	2.40%	101,501	0.09%	0	0.00%	California Lutheran University Master of Business Administration Chief Accounting Officer, Hu Lane Associate Inc.	None	Chairman Executive Vice President Executive Vice President	Chang Tzu-Hsiung Chang Ping-Chun Chang Shao-Chien	Father and daughter Siblings Siblings	None

Note 1. The shareholding ratio is calculated based on the total outstanding shares of 119,015,736as of March 31, 2026.

II. Remuneration paid to Directors, supervisors, President, Vice Presidents in the most recent year:

(I) Remuneration to general directors and independent directors

Unit: NTD

Job title	Name	Remuneration to directors								Sum of A, B, C, and D and their percentage in net income after tax		Remuneration for part-time employees								Sum of A, B, C, D, E, F, and G and their percentage in after-tax profit (Note 1)(Note 2)		Remuneration received from invested businesses other than subsidiaries or from the parent company
		Remuneration (A)		Severance pay and pension (B)		Remuneration to directors (C)		Operational expenses (D)				Salaries, bonuses, and special allowances (E)		Severance pay and pension (F)		Employee remuneration (G)						
																The Company		All companies included in the financial statements				
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	Cash amount	Amount of shares	Cash amount	Amount of shares	The Company	All companies included in the financial statements	
Chairman	Chang Tzu-Hsiung	5,032,581	5,032,581	-	-	1,388,888	1,388,888	2,803,486	2,803,486	9,224,955 0.72%	9,224,955 0.72%	-	-	-	-	-	-	-	-	9,224,955 0.72%	9,224,955 0.72%	None
General Director	Hu Sheng-Ching		-	-	-	1,388,889	1,388,889	120,000	120,000	1,508,889 0.12%	1,508,889 0.12%	7,843,760	7,843,760	-	-	-	-	-	-	9,352,649 0.73%	9,352,649 0.73%	None
General Director	Liu Chun-Hsiang	-	-	-	-	1,388,889	1,388,889	120,000	120,000	1,508,889 0.12%	1,508,889 0.12%	-	-	-	-	-	-	-	-	1,508,889 0.12%	1,508,889 0.12%	None
General Director	Chang Ping-Chun	-	-	-	-	1,388,889	1,388,889	120,000	120,000	1,508,889 0.12%	1,508,889 0.12%	2,948,465	2,948,465	-	-	1,486,982	-	1,486,982	-	5,944,336 0.47%	5,853,666 0.47%	None
General Director	Hu Shao-Ju	-	-	-	-	1,388,889	1,388,889	120,000	120,000	1,508,889 0.12%	1,508,889 0.12%	-	-	-	-	-	-	-	-	1,508,889 0.12%	1,508,889 0.12%	None
General Director	Lin Yuan-Li	-	-	-	-	1,388,889	1,388,889	120,000	120,000	1,508,889 0.12%	1,508,889 0.12%	-	-	-	-	-	-	-	-	1,508,889 0.12%	1,508,889 0.12%	None
Independent Director	Tai Chia-Wei					1,388,889	1,388,889	150,000	150,000	1,508,889 0.12%	1,508,889 0.12%	-	-	-	-	-	-	-	-	1,508,889 0.12%	1,508,889 0.12%	None
Independent Director	Lin, Chan-Lieh	-	-	-	-	1,388,889	1,388,889	150,000	150,000	1,508,889 0.12%	1,508,889 0.12%	-	-	-	-	-	-	-	-	1,508,889 0.12%	1,508,889 0.12%	None
Independent Director	Chang Shyueh-Chih	-	-	-	-	1,388,889	1,388,889	120,000	120,000	1,508,889 0.12%	1,508,889 0.12%	-	-	-	-	-	-	-	-	1,508,889 0.12%	1,508,889 0.12%	None
Total		5,032,581	5,032,581	-	-	12,500,000	12,500,000	3,823,486	3,823,486	21,290,067 1.68%	21,290,067 1.68%	10,792,225	10,792,225		-	1,486,982	-	1,486,982	-	33,575,274 2.65%	33,484,604 2.54%	None

Note 1. The remuneration policy, system, standards, and structure of Hu Lane's directors and independent directors, and the relevance to the amount of remuneration based on the responsibilities, risks, investment time, and other factors:

1. Pursuant to Article 20 of the Company's Articles of Incorporation, the Company shall allocate no more than 1% of the annual profit (the profit before tax is the profit before the distribution of employees' and directors' remuneration), and shall allocate no more than 1% thereof as directors' remuneration. In addition, in accordance with Article 17 of the Company's Articles of Incorporation, the Company shall pay for the responsibilities, risks, and time investment, and the Functional Committee shall pay for the travel expenses.
2. Pursuant to the Company's "Regulations Governing the Payment of Remuneration to Directors and Functional Committee Members", the principle is as follows: Directors' participation in the Company's operations and the value of their contributions shall be distributed according to the shares given and the weighted results shown below.
   1. The basic number of directors is 1. 2. The number of directors who serve as the Chairperson or concurrently serve as the President is 1.5. 3. The basic number of independent directors is 1.2. 4. The number of votes of the functional committee shall be increased by 0.1, and the maximum number of votes shall not exceed 0.3. 5. The payment is paid annually. If the term of office is less than one year, the number of rights is calculated based on the term of office. 6. Remuneration to individual directors: Total remuneration to directors * Total number of directors' rights involved in the distribution/total number of directors' rights.

   Since all independent directors serve on the Audit Committee and members of functional committees such as the Remuneration Committee are responsible for participating in discussions and resolutions made during committee meetings, therefore their remuneration is higher than the general directors.

Note 2. In addition to what is disclosed in the above table, the remuneration received by the company's directors for providing services to all companies in the financial report (such as serving as non-employee consultants for the parent company/all companies in the financial report/reinvested enterprises, etc.) in the most recent year: None.

Note 1: The actual amount of retirement pension paid in 2025 was NT$0. Note 2: The amount of severance pay/pension expense in 2025 was NT$0 thousand.

(II) Remuneration brackets table for general directors and independent directors

Range of remuneration to directors of the Company	Job title	Name of Director			
		Sum of the first four types of remuneration (A+B+C+D)		Sum of the aforementioned seven categories of remuneration (A+B+C+D+E+F+G)	
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements
Less than NT$ 1,000,000		-	-	-	-
NT$1,000,000 (inclusive) ~ NT$2,000,000 (exclusive)	General Director	Hu Sheng-Ching, Liu Chun-Hsiang, Chang Ping-Chun, Hu Shao-Ju, Lin Yuan-Li	Hu Sheng-Ching, Liu Chun-Hsiang, Chang Ping-Chun, Hu Shao-Ju, Lin Yuan-Li	Liu Chun-Hsiang, Hu Shao-Ju, Lin Yuan-Li	Liu Chun-Hsiang, Hu Shao-Ju, Lin Yuan-Li
	Independent Director	Lin, Chan-Lieh, Chang Shyueh-Chih, Tai Chia-Wei	Lin, Chan-Lieh, Chang Shyueh-Chih, Tai Chia-Wei	Lin, Chan-Lieh, Chang Shyueh-Chih, Tai Chia-Wei	Lin, Chan-Lieh, Chang Shyueh-Chih, Tai Chia-Wei
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)	General Director	Chang Tzu-Hsiung	Chang Tzu-Hsiung	Chang Tzu-Hsiung, Hu Sheng-Ching, Chang Bing-Chun	Chang Tzu-Hsiung, Hu Sheng-Ching, Chang Bing-Chun
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)		-	-	-	-
Over NTD 100,000,000		-	-	-	-
Total		9	9	9	9

(III) Remuneration to supervisors: No supervisor is in place.

(IV) Remuneration to President and Vice Presidents

Unit: NTD thousands

Job title	Name	Salary (A)		Severance pay and pension (B) (Note 1) (Note 2)		Special expenses, etc. (C)		Employee remuneration (D) (Note 3)				Sum of A, B, C, and D and their percentage in net income after tax (%)		Remuneration received from invested businesses other than subsidiaries or from the parent company
								The Company		All companies included in the financial statements				
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	Cash amount	Amount of shares	Cash amount	Amount of shares	The Company	All companies included in the financial statements	
President	Hu Sheng-Ching	20,158	21,862	799	799	13,463	13,463	15,040	0	15,040	0	49,460 3.9%	51,164 4.0%	None
CEO	Chang Tzu-Chieh													
Executive Vice President	Chang Ping-Chun													
Executive Vice President	Chang Shao-Chien													
Vice President	Pan Su-Chiu													
Vice President	Chao Ching-Shan													
Vice President	Fang Kai-Ping													
Vice President	Li Ying-Te													
Assigned Vice President	Lin Ming-Miao													
Assigned Vice President	Chen Kei-Chou													

Note 1: The amount of severance pay/pension expense in 2025 was NT$799 thousand

Note 2: The actual amount of retirement pension paid in 2025 was $0

Note 3: The proposed distribution for this year is provisionally calculated based on last year's actual distribution ratio; this is the proposed distribution for this year.

(V) Remuneration range for the President and Vice-President

Range of remunerations paid to the Company's President and Vice Presidents	Name of President and Vice Presidents	
	The Company	All companies included in the financial statements
Less than NT$ 1,000,000		
NT$1,000,000 (inclusive) - $2,000,000 (exclusive)		
NT$2,000,000 (inclusive) - 3,500,000 (exclusive)	Pan Su-Chiu	Pan Su-Chiu
NTD 3,500,000 (inclusive) - NTD 5,000,000 (exclusive)	Lin Ming-Miao, Chao Ching-Shan, Chang Ping-Chun, Fang Kai-Ping, Li Ying-Te, Chang Shao-Chien, Chen Kei-Chou	Chao Ching-Shan, Chang Ping-Chun, Fang Kai-Ping, Li Ying-Te, Chang Shao-Chien
NTD 5,000,000 (inclusive) - NTD 10,000,000 (exclusive)	Hu Sheng-Ching, Chang Tzu-Chieh	Hu Sheng-Ching, Chang Tzu-Chieh, Chen Kei-Chou, Lin Ming-Miao
NTD 10,000,000 (inclusive) - NTD 15,000,000 (exclusive)		
NTD 15,000,000 (inclusive) - NTD 30,000,000 (exclusive)		
NTD 30,000,000 (inclusive) - NTD 50,000,000 (exclusive)		
NTD 50,000,000 (inclusive) - NTD 100,000,000 (exclusive)		
Over NTD 100,000,000		
Total	10	10

(VI) A TWSE/TPEx listed company that is under the following circumstances should disclose the remunerations of the top five executives with the highest remuneration individually: Not applicable because of the absence of the following circumstances.

1. The entity or individual financial statements that have incurred after-tax losses in the most recent three years: None.

2. A company listed on the TWSE/TPEX that falls in the last bracket in the corporate governance evaluation of the most recent year: None.

(VII) The name and distribution of the manager who assigns the remuneration of the employee

Unit: NTD thousands

Job title	Name	Amount of shares	Cash amount (Note 1)	Total	Ratio of sum to net income after tax (%)
President	Hu Sheng-Ching	0	25,963	25,963	2.05%
CEO	Chang Tzu-Chieh				
Vice President	Pan Su-Chiu				
Executive Vice President	Chang Ping-Chun				
Vice President	Chao Ching-Shan				
Vice President	Fang Kai-Ping				
Vice President (Expatriate)	Lin Ming-Miao				
Vice President (Expatriate)	Chen Kei-Chou				
Vice President	Li Ying-Te				
Executive Vice President	Chang Shao-Chien				
Director (Expatriate)	Yu Ching-Fu				
Assistant Vice President (Expatriate)	Bai Ming				
Audit supervisor	Zhang Chao-wei				
Vice Chief Engineer	Wang Chih-Hsin				
Assistant Manager	Chang Chung-I				
Assistant Manager	Song Dazhi				
Accounting Officer	Chang Chia-Chi				
Chief Financial Officer	Cheng Ya-Ching				
Assistant Manager	Chu Hsue-Ren (Note 2)				
Assistant Manager	Chang Shih-Wei (Note 3)				

Note 1: The proposed distribution is calculated based on the actual distribution in the last year.

Note 2: Dispatched on January 1, 2025

Note 3: Dispatched on January 1, 2025.

(VIII) Compare the analysis of the total remuneration paid by the Company and all companies to the directors, independent directors general managers, and deputy general managers of the Company in the last two years to the net profit after tax of the Company or parent company only financial reports, and explain the policy, standards, and combination of remuneration, the procedure for determining remuneration and the correlation with business performance and future risks.

1. Total remuneration paid by the Company and all companies in the consolidated financial statements to the Company's directors, general managers, and vice general managers, as a percentage of after-tax profit in the entity financial report:

	Ratio of total remuneration to net income after tax in 2024		Ratio of sum of remuneration to net income after tax in 2025	
	The Company	All companies included in the consolidated financial statements	The Company	All companies included in the consolidated financial statements
Director	2.79%	2.79%	2.65%	2.65%
President and Vice Presidents	3.77%	3.90%	3.90%	4.0%

2. The remuneration policies, standards, and packages, the procedures for determining remunerations, and its linkage to business performance and future risks:

   (1) Remuneration to directors

   1.The remuneration to directors of the Company is set in accordance with the Company's Articles of Incorporation: If the Company makes a profit in a year, it shall allocate 1% to 10% of the profit (refers to the pre-tax profit before the distribution of employees' remuneration and directors' remuneration) as employees' remuneration(the amount of remuneration to entry-level employees shall not be less than 15% of the total amount of remuneration to employees) and no more than 1% as directors' remuneration. However, when the Company still has accumulated deficits (including the adjustment of undistributed earnings), the Company shall reserve the amount for remuneration in advance, and then appropriate the aforementioned proportion as remuneration to employees and remuneration to directors. In order to evaluate the remuneration of directors on a regular basis, the directors are based on the participation and contribution value of the directors in the company's operations, and with reference to the peers, TWSE/TPEx-listed companies in the same industry, and the company's operating performance.

2. According to the Company's "Regulations Governing the Payment of Remuneration to Directors and Functional Committee Members", the principle is as follows: Directors' involvement in the Company's operations and the value of their contributions shall be distributed according to the weights given below. As all independent directors serve on the Audit Committee and the Remuneration Committee and are responsible for participating in discussions and resolutions made at committee meetings, their remuneration is higher than that of directors. As for "Board of Directors Performance Evaluation Policy", the regular remuneration is evaluated based on the following items: understanding of the Company's goals and missions, awareness of directors' responsibilities, involvement in the Company's operations, management of internal relations and communication, internal control and other items are considered, and the reasonableness of salary and remuneration is regularly evaluated. After evaluation and discussion by the remuneration committee, it is submitted to the board of directors for approval.

(2) Remuneration to managers

The remuneration of managerial officers is determined in accordance with the Company's relevant regulations. In setting remuneration, the process considers not only the overall operational performance of the Company, but also individual performance achievement and ESG (environmentally friendly) performance. ESG indicators are incorporated into senior executives' personal performance evaluations. A designated management officer under the Company's business management plan is responsible for regularly tracking and assessing ESG performance on a monthly basis. Following the annual evaluation, corresponding remuneration is granted. The Remuneration Committee periodically reviews and assesses the reasonableness of the remuneration.

III. Operations of corporate governance

(I) Operation of the board of directors

Term of office of the 8th Board of Directors: June 19, 2023 to June 18, 2026

1. The board of directors held 6 meetings (A) in the most recent year (2025), and the attendance of directors was as follows:

Job title	Name	Actual attendance rate (B)	Number of proxy attendances	Actual attendance rate (%) (B/A)	Remarks
Chairman	Chang Tzu-Hsiung	6	0	100%	Re-elected and continuing as the 8th Board of Directors on June 19, 2023. The 9th Board of Directors is scheduled to be elected at the shareholders' meeting on May 26, 2026.
Director	Hu Sheng-Ching	~~5~~	1	83.3%	Re-elected and continuing as the 8th Board of Directors on June 19, 2023. The 9th Board of Directors is scheduled to be elected at the shareholders' meeting on May 26, 2026.
Director	Chang Ping-Chun	6	0	100%	Re-elected and continuing as the 8th Board of Directors on June 19, 2023. The 9th Board of Directors is scheduled to be elected at the shareholders' meeting on May 26, 2026.
Director	Hu Shao-Ju	5	1	83.3%	Re-elected and continuing as the 8th Board of Directors on June 19, 2023. The 9th Board of Directors is scheduled to be elected at the shareholders' meeting on May 26, 2026.
Director	Liu Chun-Hsiang	6	0	100%	Re-elected and continuing as the 8th Board of Directors on June 19, 2023. The 9th Board of Directors is scheduled to be elected at the shareholders' meeting on May 26, 2026.
Director	Lin Yuan-Li	~~6~~	0	100%	Prior to the re-election on June 19, 2023, served as an independent director; after the re-election, became a newly appointed director. The 9th Board of Directors is scheduled to be elected at the shareholders' meeting on May 26, 2026.

Independent Director	Chang Shyueh -Chih	~~6~~	0	100%	Re-elected and continuing as the 8th Board of Directors on June 19, 2023. The 9th Board of Directors is scheduled to be elected at the shareholders' meeting on May 26, 2026.
Independent Director	Lin, Chan-Lieh	~~6~~	0	100%	Re-elected and continuing as the 8th Board of Directors on June 19, 2023. The 9th Board of Directors is scheduled to be elected at the shareholders' meeting on May 26, 2026.
Independent Director	Tai Chia-Wei	~~6~~	0	100%	Re-elected and continuing as the 8th Board of Directors on June 19, 2023. The 9th Board of Directors is scheduled to be elected at the shareholders' meeting on May 26, 2026.

Other matters to be recorded:

I. When any of the following circumstances arise at a Board meeting, the date of the meeting, the agenda item, the content of the motion, all independent directors' opinions, and the company's response to those opinions shall be stated.

(I) Conditions described in Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee, which is not applicable for the information in accordance with Article 14-3 of the Securities and Exchange Act. Please refer to the "Operation of Audit Committee" of this annual report.

(II) Any other documented objections or qualified opinions of independent directors concerning board resolutions: None.

II. Status of recusal of directors' remuneration for conflicts of interest: The director recused himself from participating in discussions and voting on his/her remuneration.

When discussing agenda items at Board meetings, the Chairperson has informed all directors and attendees that any director who, together with their spouse, second-degree blood relatives, or companies over which the director has a controlling or subordinate relationship, has an interest in a motion that may be detrimental to the Company's interests, shall not participate in the vote and may not act as proxy for other directors in exercising voting rights.

III. TWSE/TPEx listed companies are required to disclose information such as the interval, duration, scope, method, and content of self-evaluation (or peer evaluation) of the board of directors. Please see 2. Implementation of Board of Directors Evaluation.

IV. Enhancement of the functions of the board of directors in the current year and the most recent year (e.g. establishment of an Audit Committee, improvement of information transparency, etc.) and evaluation of implementation: Please refer to the corporate governance of the Company.

(I) Term of office of the 8th Board of Directors: From June 19, 2023 to June 18, 2026. The Company has 9 directors (including 3 independent directors) and has established a Remuneration Committee, Audit Committee, Sustainability Development Committee, and Risk Management Committee to fulfill supervisory responsibilities and achieve the functional objectives of the Board of Directors.

(II) The operation of the board of directors is in accordance with the Company's Rules of Procedure for Board of Directors Meetings, which implements corporate governance and enhances information transparency. The implementation is good.

(III) Director Training: The Company regularly arranges training courses for directors to enable self-improvement and to maintain their core values and professional competencies. Director training records have been disclosed on the Market Observation Post System (MOPS) in accordance with regulations.

(IV) The Chairman of the Company does not concurrently serve as a managerial officer of the Company.

(V) To enhance directors' professional knowledge and implement corporate governance, the Company's website and MOPS disclose information regarding the Company's operations and Board activities, enabling shareholders to stay informed of Company developments and improving information transparency.

(VI) The Company has purchased Directors' and Officers' (D&O) Liability Insurance to mitigate directors' legal liability risks and enhance corporate governance capability. This was reported for ratification at the Board meeting on June 18, 2025.

(VII) Succession Planning for Board Members and Senior Management: The Company has established Board election procedures. In line with the Company's development direction and business objectives, succession candidates must possess not only professional competencies but also personal qualities such as integrity, unity, sustainability, innovative agility, and excellence, and their values must align with the Company's core principles. Looking ahead, the composition and member backgrounds of the Hu Lane Group's Board of Directors will move toward increasing the proportion of female members, strengthening the professional backgrounds of Board members, and actively promoting the rejuvenation and professionalization of the Board.

1. Succession planning for the members of the Board: The Company currently has a total of 9 directors (including 3 independent directors), all of whom possess the necessary expertise in business, financial accounting, or areas relevant to the Company's operations. In the future, the composition and professional background of Board members will be enhanced to strengthen information security capabilities while maintaining the current governance structure. Regarding the succession planning of the board of directors, the Company maintains good communication with the existing institutional shareholders and discusses the selection of the successor from time to time. As for independent directors, they are required by law to have work experience in commerce, legal affairs, finance, accounting or corporate operations. Therefore, they are selected by professionals from academia and industry in Taiwan.
2. Management succession planning: The Company reviews and selects potential lists at all levels to establish a talent pool and conducts training plans. The talent development plan includes professional ability, management ability, personal development plan, and work rotation. Modes:
   (1) Decision-making skills are cultivated through practical experience and participation in important meetings, such as those concerning goal setting and business management. Regular performance evaluations are also conducted by senior executives to help guide personal development and provide feedback during the process.
   (2) Through cross-functional field or cross-plant (department) work rotation, project task planning and execution, concurrent job responsibilities, work agency, or assignment in

invested enterprises, the Company cultivates diversified work abilities and visions, and provides them with practical experience.

(3) Participate in internal and external training each year based on individual development needs to cultivate decision-making and judgment ability.

(4) Establish comprehensive training records and review the talent development plan regularly to adjust the development plan according to the needs of organizational operations.

(5) The Company encourages mid-level and high-ranking talents to develop creative ideas and self-study and propose further studies, internships, or alternative learning or internship programs. The Company is given the resources to support or adjust job duties in order to make the Company's overall human resources more diverse and resilient.

(6) The Group actively nurtures high-potential talents with management and professional skills. It is hoped that through a variety of talent training methods, potential talents can achieve personal career development goals under the consensus of organizational development and strategic consensus, and then demonstrate the performance of teams or individuals to ensure the success of the Group in the future Team formation.

2. The Board held 6 meetings in 2025, as follows:

Meeting session (year) / number	Meeting date	Key Reports	Key Resolutions
12th meeting of the 8th term	2025.03.12	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: Important financial and business report. Proposal No. 3: 2024 Internal Audit Report (audit plan execution for November 2024 – January 2025). Proposal No. 4: Other important reports. 1. Report of the meeting minutes of the 6th session of the 2nd	Proposal No. 1: Employee and director remuneration for 2024; after the chairperson consulted all the directors and independent directors present at the meeting for any further opinions or suggestions on this proposal, all members expressed no objections and approved the proposal as proposed; it will be processed in accordance with regulations. Proposal No. 2: 2024 individual and consolidated financial statements. The Chairperson solicited opinions from all attending directors and independent directors; no objections were raised and the proposal was approved as presented; handled in accordance with regulations. Proposal No. 3: Issuance of the "2024 Internal Control System Statement." Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 4: Date, place, and agenda for the 2025 annual shareholders' meeting; after the chairperson consulted all participating directors and independent directors for any further opinions or suggestions on this proposal, all members expressed no objections and approved the proposal as proposed; to be handled according to regulations.

		Sustainable Development Committee in 2025. 2. Report of the meeting minutes of the 5th session of the 5th Remuneration Committee in 2025. 3. Minutes Report of the 9th meeting of the second Audit Committee in 2025. 4. 2024 Performance Evaluation of the board of directors, Directors, the Audit Committee, and the Remuneration Committee.	Proposal No. 5: Period and location for accepting written proposals from shareholders holding 1% or more of shares. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 6: Pre-approval of non-assurance services by the auditor. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 7: Amendments to the "Internal Control System" and "Internal Audit System." Approved unanimously with no objections; issued in accordance with document management procedures. Proposal No. 8: Amendments to certain provisions of the "Articles of Incorporation"; after the chairperson consulted all directors and independent directors present at the meeting for any further opinions or suggestions regarding this case, all members expressed no objections and approved the proposal as proposed; it will be processed according to regulations. Proposal No. 9: Credit facility with First Commercial Bank. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 10: Extension of fund lending from Chang Yi Investment to Hu Lane Electronics (Vietnam). Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 11: Conversion of the first domestic unsecured convertible bonds into common shares. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 12: Establishment of the "Sustainability Development Committee Organizational Rules." Approved unanimously with no objections; issued in accordance with document management procedures. Proposal No. 13: Equity matter regarding the Company's investment in Guang Yi Electronics Co., Ltd. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 14: Amendment to TP-1M001 Seal Usage Management Procedures. Approved unanimously with no objections; issued in accordance with document management procedures.
13th meeting of the 8th term	2025.05.08	Proposal No. 1: Minutes and implementation of	Proposal No. 1: Business report for 2024; after the chairperson consulted all participating directors and independent directors for any further opinions or suggestions on this proposal, all members expressed no

		the previous Board meeting. Proposal No. 2: Important financial and business report. Proposal No. 3: 2025 Internal Audit Report (audit plan execution for February–March 2025). Proposal No. 4: Other important reports. 1. Report of the minutes from the 3rd meeting of the 1st Risk Management Committee. 2. Report of the minutes from the 6th meeting of the 5th Remuneration Committee. 3. Report of the minutes from the 10th meeting of the 2nd Audit Committee. 4. 2024 TCFD Climate Risk and Opportunity Identification Closing Report. 5. Termination Report on the First Unsecured Convertible Bonds.	objections and approved the proposal as proposed; to be processed in accordance with the regulations. Proposal No. 2: Q1 2025 Consolidated Financial Statements. The Chairperson solicited opinions from all attending directors and independent directors; no objections were raised and the proposal was approved as presented; handled in accordance with regulations. Proposal No. 3: 2024 Earnings Distribution. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 4: Issuance of new shares through capitalization of 2024 retained earnings. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 5: Distribution of cash to shareholders from capital surplus. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 6: The Company providing a guarantee to CTBC Bank in connection with financing, foreign exchange, derivative transactions, and/or guaranteed obligations between Hu Lane Electronics (Vietnam) Co., Ltd. and CTBC Bank (as defined in the guarantee letter). Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 7: Ratification of the Company's acquisition of short-term financial instruments (overseas bond funds). Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 8: Ratification of the disposal of short-term investment financial instruments. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 9: The Company's loan of funds to Hulane Electronics (Vietnam) Co., Ltd. through Changyi Investment Co., Ltd.; after the chairperson consulted all directors and independent directors present at the meeting for any further opinions or suggestions regarding this case, all members expressed no objections and approved the proposal as proposed; it will be processed in accordance with regulations. Proposal No. 10: 2024 Director remuneration distribution. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 11: 2024 Manager and employee remuneration distribution. Approved unanimously with no objections; handled in accordance with regulations.

			Proposal No. 12: Setting the record date for the application to convert the Company's first domestic unsecured convertible bonds into common shares for capital increase. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 13: Ratification of the credit facility with CTBC Commercial Bank. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 14: Extension of the credit facility between the Company and Cathay United Commercial Bank. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 15: Amendment to Articles 5, 20, and 24 of the Company's Articles of Incorporation. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 16: Date, venue, and agenda for the 2025 Annual General Shareholders' Meeting. Approved unanimously with no objections; handled in accordance with regulations.
14th meeting of the 8th term	2025.06.18	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: 2025 internal audit business report (status of audit plan execution in April 2025). Proposal No. 3: Other important reports. Report of the minutes from the 4th meeting of the 1st Risk Management Committee. Report of the meeting minutes of the 7th session of the 2nd Sustainable	Proposal No. 1: Hulane Group's mid-term report on the implementation of risk control for 2025; after the chairperson consulted all the directors and independent directors present at the meeting for any further opinions or suggestions on this proposal, all members expressed no objections and approved the proposal as proposed; it was processed in accordance with regulations. Proposal No. 2: Completion of the assurance process for the Hu Lane Group's 2024 ESG Sustainability Report and filing for external disclosure. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 3: Purchasing directors' and officers' liability insurance; after the chairperson consulted all the directors and independent directors present at the meeting for any further opinions or suggestions, all members expressed no objections and approved the proposal as proposed; it will be processed according to regulations. Proposal No. 4: Amendment to the Company's "HL-2231 Strategic Cooperation Management Procedures and Attachment HL-4777 Strategic Cooperation Evaluation Proposal Application Form." Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 5: Amendment to HL-1041 Sustainability Report Preparation and Verification Operating Procedures.

		Development Committee.	Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 6: Amendment to TP-1M014 Internal Material Information Handling and Insider Trading Prevention Management Operating Procedures. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 7: Report on Hu Lane Group's ESG Implementation Results for the First Half of 2025. Approved unanimously with no objections; handled in accordance with regulations.
15th meeting of the 8th term	2025.08.07	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: Report on internal audit activities for 2025 (status of audit plan execution from May to June 2025). Proposal No. 3: Important financial and business report. Proposal No. 4: Other important reports. Report of the minutes from the 11th meeting of the 2nd Audit Committee.	Proposal No. 1: The consolidated financial statement of the Company for the second quarter of the 2025 fiscal year was approved as proposed after the chairperson consulted all participating directors and independent directors for their opinions and suggestions. All attendees indicated no objections, and the proposal was approved as proposed and processed according to regulations. Proposal No. 2: Schedule for operations related to the capitalization of 2024 retained earnings, shareholder cash dividends, and distribution of cash from capital surplus to shareholders. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 3: Credit facility between the Company and Taipei Fubon Commercial Bank. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 4: Transaction of derivative financial instrument transactions in June 2025; after the chairperson consulted all participating directors and independent directors for any further opinions or suggestions on this proposal, all members expressed no objections and approved the proposal as proposed; it was processed according to the regulations. Proposal No. 5: Equity transaction involving the Indonesian subsidiary PT. HULANE TECH MANUFACTURING, held by the Company and its subsidiary Chang Yi Investment Co., Ltd. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 6: The Company's plan to conduct an external evaluation of Board performance. Approved unanimously with no objections; handled in accordance with regulations.

			Proposal No. 7: Amendment to the "Payroll Cycle" and "Salary Management Procedures." Approved unanimously with no objections; handled in accordance with regulations.
16th meeting of the 8th term	2025.11.11	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: 2025 Internal Audit Report (audit plan execution for July-September 2025). Proposal No. 3: Important financial and business report. Proposal No. 4: Other important reports. Report of the minutes from the 5th meeting of the 1st Risk Committee. Report of the minutes from the 12th meeting of the 2nd Audit Committee. 2025 Intellectual Property Management Plan and Implementation Results Report.	Proposal No. 1: Q3 2025 Consolidated Financial Statements. The Chairperson solicited opinions from all attending directors and independent directors; no objections were raised and the proposal was approved as presented; handled in accordance with regulations. Proposal No. 2: The progress of the TCFD project implementation in 2025 and other operational risk final report; after the chairperson consulted all the directors and independent directors participating in the meeting for any further opinions or suggestions on this proposal, all members expressed no objections and approved the proposal as proposed; it will be processed according to regulations. Proposal No. 3: The Company providing a guarantee to Citibank in connection with financing, foreign exchange, derivative transactions, and/or guaranteed obligations between Dongguan Hu Lane Puguang Trading Co., Ltd. and Citibank (as defined in the guarantee letter). Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 4: The Company providing a guarantee to Citibank in connection with financing, foreign exchange, derivative transactions, and/or guaranteed obligations between Hu Lane Technology Manufacturing Co., Ltd. and Citibank (as defined in the guarantee letter). Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 5: Credit facility between the Company and Citi (Taiwan) Commercial Bank. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 6: Dongguan Hu Lane Electronics Technology Co., Ltd. providing a guarantee to Fubon Huayi Bank in connection with financing, foreign exchange, derivative transactions, and/or guaranteed obligations between Dongguan Hu Lane Puguang Trading Co., Ltd. and Fubon Huayi Bank (as defined in the guarantee letter). Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 7: Authorization granted to the Chairman to handle in full the acquisition and disposal of the Company's Nangang asset located at No. 14, Alley 3, Lane 269, Section 6, Zhongxiao East Road. Approved

			unanimously with no objections; handled in accordance with regulations. Proposal No. 8: Equity transaction involving the Indonesian subsidiary PT. HULANE TECH MANUFACTURING, held by the Company and its subsidiary Chang Yi Investment Co., Ltd. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 9: Engagement of Deloitte & Touche (Italy) to perform a non-assurance services report. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 10: The Company's proposed equity investment in La Punta S.r.l. and T.G.M S.r.l. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 11: 2025 Corporate Value Report. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 12: Amendment to the Public Information Disclosure Handling Guidelines. Approved unanimously with no objections; handled in accordance with regulations.
17th meeting of the 8th term	2025.12.24	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: Report on internal auditing activities for 2025 (status of audit plan execution in October 2025). Proposal No. 3: Important financial and business report. Proposal No. 4: Other important reports. Report of the meeting minutes of the 8th session of the 2nd	Proposal No. 1: The Company's 2026 annual operating plan; after the chairperson consulted all participating directors and independent directors for their opinions and suggestions on this proposal, all members expressed no objections and approved the proposal as proposed; it will be processed in accordance with regulations. Proposal No. 2: The Company's 2026 financial budget proposal; after the chairperson consulted all participating directors and independent directors for any further opinions or suggestions, all members expressed no objections and approved the proposal as proposed; it will be processed according to regulations. Proposal No. 3: Closure of the Company's Hong Kong branch of Hu Lane Precision Co., Ltd. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 4: 2026 Internal Audit Plan. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 5: Hu Lane Group — "Sustainable Innovation, Excellence in Security: 2025 Information Security Implementation Report." Approved unanimously with no objections; handled in accordance with regulations.

		Sustainable Development Committee. Board performance evaluation report issued by the independent third-party Taiwan Board of Directors Performance Advancement Association, commissioned by the Company. Report on the corrective action plan for internal control deficiencies related to the "Endorsement and Guarantee Operating Procedures" for Dongguan under corporate governance.	Proposal No. 6: Hu Lane Group 2025 ESG Implementation Results Report. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 7: Dissolution of Hu Lane Group Sustainability Development Project Team 4.1. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 8: Amendment to HL-1041 Sustainability Report Preparation and Verification Operating Procedures. Approved unanimously with no objections; handled in accordance with regulations. Proposal No. 9: Amendment to HL-1038 Sustainable Development Code of Practice. Approved unanimously with no objections; handled in accordance with regulations.

3. Board Performance Evaluation (Self-Assessment)

Performance results are disclosed on the Company's website (https://www.hulane.com.tw/corporate-governance?id=3053#viewfile) under Board Members.

Scope of Assessment	Method of evaluation	Evaluation period	Content of Assessment	Evaluation results
Overall Board	Self-evaluation of the board of directors	January 1, 2025 – December 31, 2025	1. Involvement in the Company's operations 2. Improve decision-making of the board 3. Composition and structure of the board 4. Election and continuing education of directors 5. Internal control 6. Other items	The Board performance self-assessment covers 6 major dimensions and 45 indicators, with an overall average score of 94.47 points, with the evaluation result rated as above standard. The Board has performed well in the areas of corporate strategic decision-making, risk oversight, and internal controls, and continues to advance ESG and sustainable governance. Going forward, the Company will continue to strengthen director training and risk oversight mechanisms to further enhance Board effectiveness.
Individual Board Members	Self-Evaluation of the Directors	January 1, 2025 – December 31, 2025	1. Understanding of the Company's goals and missions 2. Directors' awareness of directors' responsibilities 3. Involvement in the Company's operations 4. Management of internal relations and communication 5. Directors' professionalism and continuing education 6. Internal control 7. Other items	The Board member performance evaluation covers 7 major dimensions and 25 indicators, with an overall average score of 94.58 points, with the evaluation result rated as above standard. Board members performed well in areas including role awareness, internal communication, and supervisory functions, with no significant items requiring improvement. Going forward, the Company will continue to encourage directors to participate in professional training and strengthen governance oversight capabilities.

Remuneration Committee	Self-Evaluation of the Directors	January 1, 2025 – December 31, 2025	1. Involvement in the Company's operations 2. The awareness of the responsibilities of the Functional Committees 3. Improve decision-making of the Functional Committees 4. Composition of the board and the election of the directors	The Compensation Committee performance evaluation covers 4 major dimensions and 21 indicators, with an overall average score of 97.78 points, with the evaluation result rated as above standard. Performance across all dimensions was good; only the level of operational engagement was slightly lower than the prior period. Going forward, the Company will continue to strengthen the linkage between the remuneration system and corporate performance and sustainability indicators to enhance committee effectiveness.
Audit Committee	Self-Evaluation of the Directors	January 1, 2025 – December 31, 2025	1. Involvement in the Company's operations 2. The awareness of the responsibilities of the Functional Committees 3. Improve decision-making of the Functional Committees 4. Composition of the board and the election of the directors 5. Internal control	The Audit Committee performance evaluation covers 5 major dimensions and 24 indicators, with an overall average score of 98.61 points, with the evaluation result rated as above standard. The Committee performed well in the areas of financial oversight and internal controls. Going forward, the Company will continue to strengthen risk management and internal audit communication mechanisms to enhance Audit Committee oversight effectiveness.

The Company has completed the 2025 Board and member performance self-assessment. The evaluation results were submitted to the Board on March 10, 2026 as a basis for review and improvement.
The internal performance evaluation of Board members, the Board of Directors, the Remuneration Committee, and the Audit Committee was conducted in accordance with the "Regulations Governing Board Performance Evaluation," which was approved by the Board on November 8, 2019. The tenure of the 8th Board of Directors runs from June 19, 2023 to June 18, 2026. In addition to 4 directors from the founding family, the Board consists of 3 independent directors and 2 external directors, totaling 9 members. The composition of the Board aligns with the Company's development needs. In addition to quarterly Board meetings, timely information is provided to directors to facilitate effective oversight of the Company's operations. Based on annual statistics and the results of the seventh self-assessment questionnaire, the high level of attention and support from all Board members is evident. Board members and the Board as a whole fully support the Company's sustainable growth and continue to emphasize environmental, social, and corporate governance (ESG). All directors operate and perform their duties in accordance with applicable laws and regulations and exercise their rightful authority and functions. Accordingly, all evaluation results were rated above standard.
Improvement Measures: 1. To implement the policy framework for promoting gender equality, and to improve female participation in decision-making while enhancing the structure of the Board of Directors, the Company will continue striving to ensure that each gender accounts for at least one-third of the total number of Board seats. 2. To ensure independent directors exercise their authority objectively, the Company continues to enforce the policy that independent directors shall not serve more than three consecutive terms. 3. In the future, the Company will, based on its activities and other relevant information, gradually and appropriately adjust the evaluation items and directions of the Performance Evaluation Measures and the self-evaluation questionnaires, so as to strengthen corporate governance and enhance the operational efficiency of the Board of Directors.

4. Board Performance Evaluation (External Assessment)

Performance results are disclosed on the Company's website (https://www.hulane.com.tw/corporate-governance?id=3053#viewfile) under Board Members.

Scope of Assessment	Method of evaluation	Evaluation period	Content of Assessment	Evaluation results	Evaluating Institution and Assessors
Overall Board	External evaluation commissioned to the Taiwan Board of Directors Performance Advancement Association.	January 1, 2023 – September 30, 2025	1. Composition and structure of the board 2. Election and continuing education of directors 3. Involvement in the Company's operations 4. Improve decision-making of the board 5. Internal control 6. Sustainable Development 7. Value Creation.	Overall, the Company's Board of Directors possesses independence and diverse professional backgrounds. Board members actively participate in corporate governance and fully fulfill their supervisory responsibilities. The Board and its functional committees operate effectively, and continue to advance sustainability and risk management mechanisms. The Board has established a regular performance evaluation and improvement system. Governance operations comply with the corporate governance regulations of the Taiwan Stock Exchange and the Taipei Exchange. Overall Board governance effectiveness is sound, with a solid foundation for continuous improvement. The Company is encouraged to continue strengthening Board governance systems and information communication mechanisms, including establishing an orientation program for newly appointed directors and formalizing related procedures in writing to help new directors quickly gain familiarity with the Company's operations and regulatory requirements. The Company may also strengthen the separate communication mechanism between the Audit Committee and the internal audit supervisor and certified public accountants to enhance internal control oversight. Additionally, the Company should optimize the information flow of the whistleblowing channel by introducing a simultaneous notification mechanism so that independent directors can promptly access important information.	Taiwan Board of Directors Performance Advancement Association Assessors: Li Chun-An Zhou De-Wei Qiu Wen-Hui

(II) Operation of the Audit Committee:

1. The Company's Audit Committee consists of 3 members. The term of the 2nd (current) Audit Committee is co-terminus with the expiration of the 8th (current) Board of Directors.

Job title	Name
Independent Director (convener)	Chang Shyueh-Chih
Independent Directors (Members)	Lin, Chan-Lieh
Independent Directors (Members)	Tai Chia-Wei

2. The Audit Committee held 4 meetings in the most recent fiscal year (2025) (A). The meeting details are as follows:

Other matters to be recorded:

I. Conditions described in Article 14-5 of the Securities and Exchange Act:

Meeting session (year) / number	Meeting date	Operations (including summary of agenda items and resolutions)	Independent directors' adverse opinions, qualified opinions, or major recommendations	Resolution of the Audit Committee and the Company's response to the opinions of the Audit Committee
9th meeting of the 2nd term	2025.03.12	Proposal No. 1: Employees' and directors' remuneration for 2024; approved as proposed and processed according to the resolution. Proposal No. 2: The Company's standalone and consolidated financial statements for 2024 were approved as proposed and the announcement was made in accordance with regulations. Proposal No. 3: Issuance of the Company's "2024 Internal Control System Statement." Approved as presented; public announcement handled in accordance with regulations. Proposal No. 4: ratification of the proposal for advance approval of	None	The members of the Audit Committee passed all proposals unanimously, and the board of directors approved all proposals in accordance with the recommendations of the Audit Committee.

		non-assurance services to be provided by the CPAs; approved as proposed, to be processed in accordance with the resolution. Proposal No. 5: Amendment to the Company's "Internal Control System" and "Internal Audit System." Approved as presented; issued in accordance with document management procedures. Proposal No. 6: Amendment to certain provisions of the Company's Articles of Incorporation. Approved as presented; handled in accordance with the resolution. Proposal No. 7: Extension of the fund lending from Chang Yi Investment Co., Ltd. to Hu Lane Electronics (Vietnam) Co., Ltd. Approved as presented; handled in accordance with the resolution. Proposal No. 8: The Company's proposed equity investment in Guangyi Electronics Co., Ltd. Approved as presented; handled in accordance with the resolution.		
10th meeting of the 2nd term	2025.05.08	Proposal No. 1: The Company's 2024 business report; approved as proposed; handled in accordance with the resolution. Proposal No. 2: Q1 2025 Consolidated Financial Statements. Approved as presented; handled in accordance with the resolution. Proposal No. 3: 2024 Earnings Distribution. Approved as presented; handled in accordance with the resolution. Proposal No. 4: Issuance of new shares by capitalization of the Company's earnings in 2024; approved as proposed.	None	The members of the Audit Committee passed all proposals unanimously, and the board of directors approved all proposals in accordance with the recommendations of the Audit Committee.

		Proposal No. 5: Regarding the distribution of the Company's capital surplus in cash to shareholders, the chairperson suggested that the CFO regularly track the impact of exchange rates; approved as proposed, and to be processed in accordance with the resolution. Proposal No. 6: The proposal to provide a guarantee by the Company for the financing transactions, foreign exchange, derivative transactions, and/or guaranteed debt between Hulane Electronics (Vietnam) Co., Ltd. and CTBC Bank was approved as proposed and will be processed in accordance with the resolution. Proposal No. 7: The Company's acquisition of short-term financial instruments (overseas bond funds) was approved as proposed and will be processed according to the resolution. Proposal No. 8: Disposal of short-term investment financial instruments. Approved as presented; handled in accordance with the resolution. Proposal No. 9: The Company's loan of funds to Hulane Electronics (Vietnam) Co., Ltd. through Changyi Investment Co., Ltd. was approved as proposed and will be handled in accordance with the resolution.		
11th meeting of the 2nd term	2025.08.07	Proposal No. 1: The Company's consolidated financial statements for the second quarter of 2025; approved as proposed; handled in accordance with the resolution. Proposal No. 2: Schedule for the transfer of 2024 earnings to capital, cash dividends to shareholders, and distribution of	None	The members of the Audit Committee passed all proposals unanimously, and the board of directors approved all

		capital surplus in cash to shareholders; approved as proposed; handled in accordance with the resolution. Proposal No. 3: Equity transaction involving the Indonesian subsidiary PT. HULANE TECH MANUFACTURING, held by the Company and its subsidiary Chang Yi Investment Co., Ltd. Approved as presented; handled in accordance with the resolution. Proposal No. 4: Credit facility between the Company and Taipei Fubon Commercial Bank. Approved as presented; handled in accordance with the resolution. Proposal No. 5: Derivative financial instrument transactions conducted by the Company in June 2025. Approved as presented; handled in accordance with the resolution.		proposals in accordance with the recommendations of the Audit Committee.
12th meeting of the 2nd term	2025.11.11	Proposal No. 1: The Company's consolidated financial statements for the third quarter of 2025; approved as proposed. Proposal No. 2: The Company providing a guarantee to Citibank in connection with financing, foreign exchange, derivative transactions, and/or guaranteed obligations between Dongguan Hu Lane Puguang Trading Co., Ltd. and Citibank (as defined in the guarantee letter). Approved as presented; handled in accordance with the resolution. Proposal No. 3: The Company providing a guarantee to Citibank in connection with financing, foreign exchange, derivative transactions, and/or guaranteed obligations between Hu Lane Technology Manufacturing Co., Ltd. and Citibank (as defined in	None	The members of the Audit Committee passed all proposals unanimously, and the board of directors approved all proposals in accordance with the recommendations of the Audit Committee.

		the guarantee letter). Approved as presented; handled in accordance with the resolution. Proposal No. 4: The guarantee provided by Dongguan Hulane Electronics Technology Co., Ltd. to Fubon Bank (China) for the financing transactions, foreign exchange, derivative transactions and/or guaranteed debt between Dongguan Hulane Puguang Trading Co., Ltd. and Fubon Hua Yi Bank (as defined in the letter of guarantee) was approved as proposed. Proposal No. 5: Authorization for the Chairman to handle the Company's Nangang asset acquisition and disposal (No. 14, Alley 3, Lane 269, Section 6, Zhongxiao East Road) was approved as proposed, and will be processed in accordance with the resolution. Proposal No. 6: In connection with the equity transaction involving the Indonesian subsidiary PT. HULANE TECH MANUFACTURING held by the Company and its subsidiary Chang Yi Investment Co., Ltd., the Company obtained a valuation report issued by external independent professional institution KJPP Kusnanto & Rekan for the target company. Approved as presented; handled in accordance with the resolution. Proposal No. 7: Engagement of Deloitte & Touche (Italy) to perform a non-assurance services report. Approved as presented; handled in accordance with the resolution. Proposal No. 8: The Company's proposed equity investment in La Punta S.r.l. and T.G.M S.r.l.		

		Approved as presented; handled in accordance with the resolution.		

2. Other matters that have not been approved by the Audit Committee but have been approved by more than two-thirds of all directors: None.

II. Avoidance of conflicts of interest by independent directors: None.

III. Communication between independent directors and the internal audit head or with CPAs (including the material matters, methods, and results of communication on the company's financial and business status):

1. The internal audit officer of the Company communicates the results of the audit report with the members of the Audit Committee on a regular basis, and makes internal audit reports at the quarterly Audit Committee meeting. If there are special circumstances, they will report to the members of the Audit Committee immediately. There were no such special circumstances in 2025. The communication between the Audit Committee and the internal audit officer is good.
2. Summary of Communication Between Independent Directors (Audit Committee) and the Chief Auditor at Regular Meetings

Date	Conference	Communication focus	Result of communication
2025/03/12	Audit Committee	Report covering October 2024 – January 2025 (endorsement and guarantee and other operating procedures), improvement of 2024 audit deficiencies, and responses to questions raised by independent directors.	No objection was raised.
2025/05/08	Audit Committee	Report covering February – March 2025 internal audit operations (asset management procedures), improvement of 2024 and 2025 audit deficiencies, and responses to questions raised by independent directors.	No objection was raised.
2025/08/07	Audit Committee	Report on the audit for April to June 2025 (including the sales and collection cycle, production cycle, computerized information system processing, and other operational procedures), the status of improvements on audit deficiencies identified in 2024 and 2025, and responses to questions raised by the independent directors.	No objection was raised.
2025/11/11	Audit Committee	Report on the audit for July to September 2025 (including the procurement, financing cycle, R&D cycle, and other operational procedures), the status of improvements on audit deficiencies identified in 2024 and 2025, and responses to questions raised by the independent directors.	No objection was raised.
Result: The above matters have been reviewed or approved by the Audit Committee, and independent directors have no objection.			

The Company's auditors will report the results of the audit or review of the annual and semi-annual financial reports and other matters required by the relevant laws and regulations during the Auditing Committee's meeting. If there are special circumstances, they will immediately report to the Auditing Committee. There was no special situation as referred to above in 2025. The communication between the Audit Committee and the CPAs was good.

3. Summary of Communication Between Independent Directors (Audit Committee) and CPAs at Regular Meetings

Date	Conference	Communication focus	Result of communication
2025/03/12	Symposium	1. Description on the identification of significant risks in the 2025 financial statements, the audit procedures adopted, and the audit conclusions made by the CPAs. 2. The CPAs explained and communicated with the questions raised by the independent directors.	No objection was raised.
2025/08/07	Audit Committee	1. Explanation of conclusions made by CPAs on the financial statements of the second quarter of 2025. 2. Description by the CPAs regarding the planning of audits for 2025: • Scope and methods of audit • Group audit • Assessment of fraud • Management over-control risk review • Identification of significant risks • Key audit matters • Independence 3. The CPAs explained and communicated with the questions raised by the independent directors.	No objection was raised.

(III) Composition and Operations of the Compensation Committee and Nomination Committee

1. According to the Company's "Organizational Rules for the Remuneration Committee", the chairman of the board of directors submits it to the board of directors for a resolution to appoint three compensation committee members, three of whom are independent directors, for the 5th term of the Compensation Committee from June 19, 2023 to June 18, 2026, the same date as the expiration of the current term of the board of directors.
2. The function of the Remuneration Committee is to evaluate the Company's directors and managers' compensation policies and systems in a professional and objective manner, and make recommendations to the board of directors for reference in its decision-making.

3. Membership of the Remuneration Committee

<table>
<tr><th>Separation</th><th>Condition
Name</th><th>Professional qualifications and experience</th><th>Independence</th><th>Number of concurrent positions as a member of the remuneration committee of other public companies</th></tr>
<tr><td>Convener and Independent Director</td><td>Chang Shyueh-Chih</td><td rowspan="3">Please refer to the information on directors' professional qualifications and independent director independence.</td><td rowspan="3">(1) Not an employee of the company or its affiliated company.
(2) Not a director or supervisor of the Company or any of its affiliated companies. Except for the independent director appointed by the company, its parent company, or subsidiary in accordance with the Act or the laws and regulations of the local country
(3) Not a natural-person shareholder holding more than 1% of the Company's outstanding shares in the name of his/her spouse, underage children, or someone else in the name of the shareholder.
(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship who is not a spouse or relative of any of the managers listed in (1) or personnel listed in (2) and (3).
(5) The director, supervisor or employee of a corporate shareholder who does not directly hold more than 5% of the total issued shares of the company, or who is one of the top five holders of shares, or who has appointed a representative as a director or supervisor of the company in accordance with Article 27-1 or 2 of the Company Act. However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this Act or the laws of the local country to serve concurrently with each other.
(6) Directors, supervisors, or employees of other companies not holding more than half of the company's directors and voting shares are controlled by the same person (except for the Company or its parent company, subsidiary, or subsidiary of the same parent and the independent directors established by law or the laws and regulations of the local country concurrently serve concurrently.
(7) Not a director, supervisor, or employee of any other company or institution where the chairman, general manager, or person holding an equivalent position of the company is the same person or spouse (However, this does not apply to the fact that the independent directors of the company or its parent company, subsidiaries or subsidiaries belonging to the same parent company are established in accordance with this</td><td>0</td></tr>
<tr><td>Independent Director</td><td>Lin, Chan-Lieh</td><td>0</td></tr>
<tr><td>Independent Director</td><td>Tai Chia-Wei</td><td>3</td></tr>
</table>

			Act or the laws of the local country to serve concurrently with each other) (8) Not a director, supervisor, manager, or shareholder holding more than 5% of the shares of any company or institution that has a financial or business relationship with the Company (except for independent directors appointed in accordance with the Act or the laws and regulations of the local country by the Company and its parent company, subsidiaries, or subsidiaries of the same parent company, unless the above circumstances do not exceed 50% but are more than 20%). (9) Not a professional, sole-proprietorship, partnership, company, or institution owner, partners, directors, supervisors, managers and their spouses that provides audits or commercial, legal, financial, or accounting-related services and consultation for the Company or any of its affiliated companies for less than NT$500,000 in remuneration in the last two years. The members of the Remuneration Committee, Public Acquisition Review Committee, or M&A Special Committee who perform their functions and powers in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act are not subject to this restriction. (10) Does not meet any of the conditions specified in Article 30 of the Company Act.	

4. Information on the operation of the Remuneration Committee

(1) The Company's Remuneration Committee consists of 3 members. The term of office for the current term of the Remuneration Committee: same as the term of office for the Board of Directors.

(2) The Remuneration Committee held two meetings (A) in the most recent year (2025). The attendance of members is as follows:

Job title	Name	Actual attendance rate (B)	Number of proxy attendances	Actual attendance rate (%) (B/A)	Remarks
Convener	Chang Shyueh -Chih	2	0	100%	Re-elected on June 19, 2023. Re-election is scheduled at the shareholders' meeting on May 26, 2026.
Committee members	Lin, Chan-Lieh	2	0	100%	Re-elected on June 19, 2023. Re-election is scheduled at the shareholders' meeting on May 26, 2026.
Committee members	Tai Chia-Wei	2	0	100%	New directors were elected on June 19, 2023. Re-election is scheduled at the shareholders' meeting on May 26, 2026.

Other matters to be recorded:

I. If the board of directors does not adopt or amend the Remuneration Committee's proposal, please describe the date and session of the board of directors meeting, details of the agenda, the resolution of the board of directors, and the Company's handling of the Remuneration Committee's opinions (If the remuneration approved by the board of directors is better than the recommendation of the Remuneration Committee, the circumstances and reasons for the discrepancy shall be stated):

1. Regular review of salary and remuneration
2. The function of the Remuneration Committee of the Company is to evaluate the remuneration policy and system of the Company's directors and managers in a professional and objective manner. It meets at least twice a year and may call a meeting at any time as needed to make recommendations to the board of directors. for reference in decision-making.

   Powers of the Remuneration Committee

   (1) Review the Company's remuneration policies on a regular basis and propose amendments.

   (2) Establish and regularly review the policies, systems, standards, and structures for the performance and compensation of directors and managers of the Company.

(3) Regularly evaluate the compensation and remuneration of the Company's directors and managers.

3. When performing its duties, the Remuneration Committee shall comply with the following standards
   (1) Salary management shall be consistent with the compensation philosophy of the Company.
   (2) The performance evaluation and remuneration of directors and managers should be based on the general level of payment in the same industry, and the reasonableness of the connection between individual performance and the company's operating performance and future risks.
   (3) Directors and managers shall not be induced to engage in behaviors that exceed the Company's risk appetite in pursuit of compensation.
   (4) The percentage of short-term performance bonus paid to directors and senior managers and the timing of payment of some variable salaries shall be determined in consideration of industry characteristics and the nature of the Company's business.
   (5) Members of the Committee shall not be allowed to participate in the discussion and voting of their own salary and remuneration.
4. Remuneration Committee Meeting Information.

Meeting session (year) / number	Meeting date	Motion content	Resolution of the Remuneration Committee	The Company's handling of the opinions of the Remuneration Committee
5th meeting of the 5th term	2025.03.12	Proposal No. 1: 2024 Employee and Director Remuneration Distribution (pursuant to the Company's Articles of Incorporation, employee remuneration is set at 1%–10% and director remuneration at no more than 1%; for this fiscal year, employee remuneration totaled NT$53,035,419 and director remuneration totaled NT$13,490,000, both distributed in cash).	The motion was unanimously approved by all attending members and presented to the Board of Directors for resolution.	The proposal was passed as proposed by all Remuneration Committee members who had no opinions or suggestions at the meeting.
6th meeting of the 5th term	2025.05.08	Proposal No. 1: 2024 Director Remuneration Distribution (director remuneration at 0.79%, NT$13,490,000). Approved as presented; handled in	The motion was unanimously approved by all attending members and presented to	The proposal was passed as proposed by all Remuneration Committee members who had no opinions or

		accordance with the resolution. Proposal No. 2: 2024 manager and employee remuneration distribution proposal (employee remuneration 3.14%, NT$ 53,685,419)	the Board of Directors for resolution.	suggestions at the meeting.

II. For decisions made by the Remuneration Committee, if any members have objections or reservations that are recorded or stated in writing, the date of the Remuneration Committee meeting, the session number, the content of the proposal, and the handling of the opinions of all members and the opinions of the members should be described: No such situation.

5. Membership and operation status of the Nomination Committee: Not applicable.

(IV) Other Functional Committees (Sustainability Development Committee and Risk Management Committee)

Sustainability Committee:

Operational status of the Sustainability Committee

1. The Company's Sustainability Committee consists of 7 members.
2. The term of office of the current members of the Sustainability Committee is the same as that of the current Board of Directors.

(2025) The Sustainable Development Committee held 3 meetings (A). Member qualifications and attendance are as follows:

Job title	Name	Professional qualifications and experience	Actual attendance rate (B)	Number of proxy attendances	Actual attendance rate (%) (B/A)	Remarks
Convener	Chang Shyueh-Chih (Independent Director)	Professional qualification information of each committee discloses the relevant contents on page 10 and 17-20.	3	0	100%	-
Committee members	Lin Chan-Lieh (Independent Director)		3	0	100%	-
Committee members	Tai Chia-Wei (Independent Director)		3	0	100%	-

Sustainable Development Officer	Pan Su-Chiu		3	0	100%	-
Steering Committee Member	Chang Ping-Chun		3	0	100%	-
Steering Committee Member	Chang Shao-Chien		3	0	100%	-
Steering Committee Member	Chang Chung-I		3	0	100%	-

Sustainability Committee Meeting Information

Meeting session (year) / number	Meeting date	Operations (including summary of agenda items and resolutions)	Resolution of the Sustainability Committee	The Company's handling of the opinions of the Sustainability Committee
6th meeting of the 2nd term	2025.03.12	Proposal No. 1: The proposal to establish the "Sustainable Development Committee Organizational Rules" was approved as proposed.	The motion was approved as proposed by all Sustainability Committee members who had no opinions or suggestions.	The motion was approved as proposed by all members of the board of directors who had no opinions or suggestions.
7th meeting of the 2nd term	2025.06.18	Proposal No. 1: Approval of the ESG performance report for the first half of 2025 of Hu-Lien Group, approved as proposed. Proposal No. 2: The 2024 ESG sustainability report of the Group was confirmed as completed and externally reported, approved as proposed. Proposal No. 3: Amendment to HL-1041 Sustainability Report Preparation and Verification Operating	The motion was approved as proposed by all Sustainability Committee members who had no opinions or suggestions.	The motion was approved as proposed by all members of the board of directors who had no opinions or suggestions.

		Procedures. Approved as presented.		
8th meeting of the 2nd term	2025.12.24	Proposal No. 1: Hu Lian Group's 2025 ESG performance report was presented and approved as proposed. Proposal No. 2: Dissolution of Sustainability Development Project Team 4.1. Approved as presented. Proposal No. 3: The proposal to amend the HL-1041 Sustainability Report Preparation and Assurance Procedures was approved as proposed. Proposal No. 4: Proposed amendment to HL-1038 Sustainable Development Code of Practice. Approved as presented. Extraordinary Motion Proposal No. 1: The Company's 2026 annual operating plan was approved as proposed.	The motion was approved as proposed by all Sustainability Committee members who had no opinions or suggestions.	The motion was approved as proposed by all members of the board of directors who had no opinions or suggestions.

Risk Management Committee:

Operational status of the Risk Management Committee

1. There are three members of the Company's Risk Management Committee.
2. Current term of office: from November 8, 2024 to June 18, 2026

The Risk Management Committee held three meetings in the most recent year (2025). The attendance of members is as follows:

Job title	Name	Actual attendance rate (B)	Number of proxy attendances	Actual attendance rate (%) (B/A) (Note)	Remarks
Convener	Chang Shyueh-Chih Independent Director	3	0	100%	New appointment on November 8, 2024
Committee members	Lin, Chan-Lieh Independent Director	3	0	100%	New appointment on November 8, 2024
Committee members	Tai Chia-Wei Independent Director	3	0	100%	New appointment on November 8, 2024

The members of the committee are composed of three independent directors, and the CEO is the general commander of the committee. The management team is responsible for the promotion and execution of risk management. Committee members uphold a prudent and rigorous attitude, review various risks they are responsible for supervising, and ensure the implementation of relevant risk management operations. The committee’s responsibilities are as follows:

1. Formulate risk management policies, guidelines and procedures, and ensure the implementation and execution of related risk management operations.
2. Supervising the operation of the risk management framework, and adjusting and improving the risk management mechanism in a timely manner.
3. Regularly review risk management strategies and goals, and propose improvement suggestions.
4. Coordinate the risk management work among various departments, and promote the sharing and exchange of risk information.
5. Review and approval of the handling plan for major risks.
6. Regularly report to the Board of Directors on the implementation of risk management.

Convening:

1. The Committee shall convene at least once a year and may convene at any time when necessary.

2. The convening of the Committee shall be stated with the reason for convening and shall be notified to the Committee members seven days in advance. However, this does not apply to emergency events.
3. The Committee shall be convened by one of the three independent directors and chaired by the committee chief.
4. If necessary, the Committee may invite the Directors, managers of related departments, internal auditors, CPAs, legal advisors, or other personnel to attend the meeting and provide the necessary information, but they shall leave the meeting during the discussion and voting.

The Company's main risk management promotion and execution team leaders are:

1. Strategy and operational risk: The CEO and the management committee conduct the annual operational policy risk assessment, and regularly implement performance tracking to ensure that the operational strategy meets the Company's vision and achieves operational goals. (including information security and human risk).
2. Financial risk: The CFO is responsible for assessing, monitoring and assessing financial risks, analyzing the adequacy of the Company's asset allocation and other important financial indicators.
3. Legal compliance risk: The legal officer and related units assess and take relevant countermeasures in accordance with laws, policies and industrial development.
4. Environmental and climate change risks: The risks of hazards and regulatory impacts caused by environmental and climate change are assessed by the sustainable development and operation management committee, and relevant countermeasures are adopted. (Hazard risk includes this level)

Meeting session (year) / number	Meeting date	Motion content	Resolution of the Risk Management Committee	The Company's handling of the opinions of the Risk Management Committee
The 4th meeting of the 1st session	2025.05.08	Proposal No. 1: Closing report on the 2024 TCFD Climate Change Risk and Opportunity Identification. Approved as presented; handled in accordance with the resolution.	The motion was unanimously approved by all attending members and presented to the Board of Directors for resolution.	The chairperson then inquired whether any of the attending Risk Management Committee members had other opinions or suggestions regarding the proposal. As no objections were raised, the proposal was passed as presented.
5th meeting of the 1st session	2025.06.18	Proposal No. 1: Mid-year report on the Hu Lane Group's 2025 Risk Management	The motion was unanimously approved by all attending members and	The chairperson then inquired whether any of the attending Risk Management Committee members

		Execution Status. Approved as presented.	presented to the Board of Directors for resolution.	had other opinions or suggestions regarding the proposal. As no objections were raised, the proposal was passed as presented.
6th meeting of the 1st session	2025.11.11	Proposal No. 1: The report on the progress of Hulane Group's TCFD project in 2025 and other operational risks was approved as proposed.	The motion was unanimously approved by all attending members and presented to the Board of Directors for resolution.	The chairperson then inquired whether any of the attending Risk Management Committee members had other opinions or suggestions regarding the proposal. As no objections were raised, the proposal was passed as presented.

(V) Corporate governance practices and deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
I. Has the Company established and disclosed its corporate governance principles in accordance with the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies"?	V		The Company's Board of Directors passed the "Corporate Governance Best Practice Principles" on December 27, 2017, with amendments passed by the Board of Directors on March 24, 2023 to protect the rights and interests of shareholders, strengthen the functions of the Board of Directors, and respect the rights and interests of stakeholders. We disclose company information in accordance with the relevant laws and regulations and update it regularly, and the Company's "Corporate Governance Best Practice Principles" can be found on the Company's website: https://www.hulane.com.tw/corporate-governance	None
II. Shareholding structure and shareholders' equity (I) Does the Company have internal operating procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	V		(I) To protect the rights and interests of shareholders, the Company has established a spokesperson system in the "Material Inside Information Handling and Insider Trading Prevention Management Procedures". The Company has appointed spokespersons and deputy spokespersons to handle related matters, and has also established a dedicated share affairs unit and share affairs agency to handle affairs related to shareholders. Shareholders are given appropriate time to speak and discuss all motions	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			of the shareholders' meeting. The motions are put to a vote on a case-by-case basis, and the results of shareholders' approval, disapproval, invalidation, abstention, and non-voting for each proposal shall be recorded in the meeting minutes.	
(II) Does the Company possess a list of major shareholders and beneficial owners of these major shareholders?	V		(II) The Company's shareholders are mainly natural persons, and the corporate shareholders do not take up a large proportion of the company's shareholders. The composition of the Company's major shareholders is mainly composed of the Company's directors and top ten shareholders. In accordance with the regulation of the Securities and Exchange Act on insiders, information on the acquisition or transfer of their shares is required to be reported to the Company, so the Company is able to grasp the list of major shareholders who actually control the Company.	None
(III) Has the Company built and executed a risk management system and "firewall" between the Company and its affiliates?	V		(III) 1. The risk control mechanism of the Company and its affiliated companies is implemented in accordance with the relevant internal control procedures. Auditors regularly and intermittently supervise their implementation, and the information is reported to the board of directors for explanation to avoid the risk of the Company arising from the failure of affiliated companies. In addition, in accordance with the "Regulations Governing the Establishment of Internal Control Systems by Public Companies", the "Regulations Governing	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			the Subsidiaries" and "Operating Procedures for Loaning of Funds and Endorsements and Guarantees" have been established to implement the risk control mechanism for subsidiaries. 2. To ensure the risk management of the company's information security, we have established the Group Information Security Management Regulations, Computerized Information System Cycle Processing, and Computer Software and Hardware Management Regulations in accordance with the Guidelines for the Establishment of Internal Control Systems by Public Companies. We clearly define and specify various control operations for all information system processors to follow and execute. Strengthen the risk management of information security and establish the information asset emergency response guidelines. Information processors can follow the guidelines to respond to specific incidents to improve processing efficiency. To ensure the safety and security of information communication, the internal audit unit and the external audit vendor formulate annual audit plans based on the risk assessment results and implement them in order to evaluate the Company's internal control system. 3. The Company initiated the Group Information Security Improvement Project in 2023. In response to the requirements of the competent authority's laws and regulations, the Company has gradually	

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			established an independent information security management organization, initiated the Group's information security management, and conducted a comprehensive and in-depth review of the entire Group based on the ISO27001 international information security standard, including the current status of information operations, information environment, and information systems at each plant site. They will be analyzed to clarify potential information security risk factors, and to formulate software and hardware improvement plans and medium and long-term information security management strategies to effectively control and reduce information security incidents, strengthen the factory information infrastructure, information security protection framework, and management systems.	
(IV) Has the Company established internal rules prohibiting insider trading on undisclosed information?	V		(IV) The Company has established the "Procedures for Ethical Management and Guidelines for Conduct" and the "Management Procedures for Handling Material Inside Information and Prevention of Insider Trading" to prohibit insiders from utilizing undisclosed information to trade the Company's stock or other equity-type securities, applicable to the Company's directors, managers, and employees, and relevant information is updated and promoted on a regular basis.	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
III. Composition and Responsibilities of the board of directors (I) Does the board of directors have a diversity policy formulated and implemented?	V		(I) The Company has established the "Corporate Governance Best Practice Principles" to screen for director candidates based on the diversity approach in terms of professional background, academic (experience), integrity or relevant professional qualifications, etc. All of them have a wealth of academic experience and diverse composition. Members of the board of directors shall generally possess the necessary knowledge, skills, and competencies to perform their duties. In order to achieve the ideal goal of corporate governance, the board of directors as a whole should be equipped with the abilities of operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market outlook, leadership and decision-making and information security. For the specific management objective that the number of directors who are also managers of the Company does not exceed one-third of the total number of directors, the Company has exercised its management decision-making and supervisory functions to implement the diversity of the board of directors.	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
(II) In addition to the Remuneration Committee and the Audit Committee established in accordance with law, has the Company voluntarily set up other functional committees?	V		(II) The Company established the Remuneration Committee (established in 2017) and the Audit Committee (established in 2020) according to laws. Sustainability Committee (established in 2022): An independent director serves as a committee member and is responsible for convening meetings and formulating sustainability strategies. It also assigns a chief sustainability officer to advance control and the assignment of tasks, and report on the implementation results and future work plans to the board of directors on a quarterly basis. The Risk Management Committee (established in 2024) is composed of independent directors. It is responsible for convening meetings, formulating risk management policies and procedures, and appointing the CEO to lead the promotion and implementation of risk management tasks. The committee regularly reports to the Board of Directors on its execution results and future work plans. Other functional committees will be set up as needed.	None
(III) Has the Company established its Board Performance Appraisal Measures and the evaluation methods, conducted the performance appraisal regularly every year and	V		(III) The Company adopted the Regulations Governing the Performance Evaluation of the Board of Directors in 2019. An internal board performance evaluation is performed annually, and may be commissioned to external independent professional institutions or	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
provided the results to the board as the reference for directors' remuneration and nomination and renewal?			external expert and scholar teams as needed. The evaluation is disclosed on the company website and the MOPS. 1. On November 8, 2019, the board of directors passed the "Guidelines for the Evaluation of the Performance of the board of directors", which extended the evaluation to functional committees. 2. The company has completed the self-evaluation of the performance of the Board of Directors in 2025. The evaluation results have been submitted to the Remuneration Committee on March 10, 2026, and to the Board of Directors for review and improvement for the use of the individual directors' remuneration, nomination, and renewal. The evaluation results are available on the Company's website: https://www.hulane.com.tw/tw/investor/diretors	
(IV) Has the Company regularly evaluated the independence of CPAs?	V		(IV) The Audit Committee conducts an annual evaluation of the independence and competence of the CPAs. The CPAs are required to provide a "Declaration of Independence" and an "Independence Assessment Report," and the evaluation results are reported to the Board of Directors. The latest annual assessment was approved by the Audit Committee on March 10, 2025 after discussion and approval of the "Audit Quality Indicators (AQIs)", and the board of directors resolution on March 10,	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			2025 approved the assessment of the independence and suitability of accountants. Evaluations are conducted based on the independence assessment items and AQI indicators. It has been confirmed that the accountant and the company have no other financial interests and business relationships other than visa and financial and tax case fees, and the accountant's family members have not violated the independence requirements, and with reference to AQI index information, it has been confirmed that the accountant and the firm have better audit experience and training hours than the industry average.	
IV. Has the listed/OTC company appointed a sufficient and appropriate number of corporate governance personnel, and designated a corporate governance officer responsible for corporate governance-related matters (including but not limited to providing directors and supervisors with materials needed to perform their duties, assisting directors	V		The Board of Directors on June 17, 2022 passed a resolution to assign President Pan Su-Chiu as the corporate governance officer to protect the rights and interests of shareholders and strengthen the functions of the Board of Directors. Pan Su-Chiu has served as Special Assistant to the Chairman and Manager of the Finance Department of Hu Lane Associate, Director of the Chairman's Office and Special Assistant to Hu Lane Associate, and Vice President of the Group's Finance Department and Corporate Governance Officer. He has met the qualification requirements for Corporate Governance Officer. The scope of authority of the Head of Corporate Governance and the implementation of business activities in the current year are as follows:	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
and supervisors in complying with applicable laws, handling Board and shareholders' meeting matters in accordance with law, preparing minutes of Board and shareholders' meetings, etc.)?			1. Assist the general directors and independent directors in executing their duties, providing the required documents, and arranging for the directors to undergo further education: (2) According to the latest laws and regulations related to the company's business field and corporate governance, the board members are appointed upon assuming office and are updated regularly. (3) Review the confidential level of relevant information and provide directors with the required company information to maintain smooth communication channels between directors and business managers. (4) Assist in arranging meetings with the internal audit chief or CPAs when an Independent Director needs to understand the Company's financial operations on a case-by-case basis. (5) Assist directors and independent directors in devising annual continuing education plans and arranging courses based on the Company's industry characteristics and director education. 2. Assisting in the procedures and resolutions of legal compliance matters for the Board of Directors and Shareholders' Meetings:	

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			(1) Report the status of the Company’s corporate governance to the Board of Directors and Independent Directors and ensure that the shareholders’ meetings and Board of Directors meetings are in compliance with the applicable laws and the Corporate Governance Best Practice Principles. (2) Assist and remind directors of the laws and regulations that shall be complied with when executing business activities or making formal resolutions of the Board of Directors, and give suggestions when illegal resolutions are about to be made. (3) After the board meeting, review the release of important information of the important resolutions of the board of directors to ensure the legitimacy and correctness of the content to protect the parity of trading information for investors. 3. Prepare the board meeting agenda and inform the directors seven days before the meeting, convene the meeting and provide meeting materials. If the motions require the avoidance of conflicting interests, it should be reminded in advance, and the board meeting minutes will be completed within 20 days after the meeting. 4. Organize shareholders’ meeting registration in advance according to the laws, prepare meeting notices, meeting handbooks, and minutes within	

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			the statutory deadline, and register changes in the case of amendments to the Articles of Incorporation or re-election of directors. 5. Please refer to [Attachment 1] for the continuing education of the Head of Corporate Governance.	
V. Does the Company create channels for communication with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), set up a stakeholder section on the company's website, and respond appropriately to material corporate social responsibility issues of concern to stakeholders?	V		The Stakeholders section has been set up on the Company's website, and a dedicated unit has been set up to respond to issues of concern to stakeholders and respond to important corporate social responsibility issues that are of concern to stakeholders. Please refer to the Company's sustainability report "Stakeholder Communication and Responsibilities" for details. Company website: https://www.hulane.com.tw/corporate-governance?id=3053#viewfile	None
VI. Has the company appointed a professional stock affairs agency to handle matters for shareholder meetings?	V		The Company has appointed a professional stock registration agent, "Sino Pacific Securities Share Registration Department" to handle the affairs of the Shareholders' Meeting.	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
VII. Information disclosure (I) Does the Company set up a website to disclose financial, business, and corporate governance information?	V		(I) The Company's financial, business, and corporate governance-related information is disclosed on the Market Observation Post System and on the Company's website (https://www.hulane.com.tw) as required, and is regularly updated by dedicated personnel.	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
(II) Has the Company adopted other means of information disclosure (e.g. setting up an English website, appointing dedicated personnel to collect and disclose information about the Company, enacting the spokesperson system, and posting the proceedings of corporate briefing conferences on the Company's website)?	V		(II) For the collection and disclosure of corporate information, each department has designated personnel in charge of the collection and reporting in accordance with the authority of each department. A spokesperson system has also been implemented. In addition to the traditional and simplified Chinese websites, the Company has also established English website to provide relevant information disclosure. Investors can also check the information about the institutional investor conference on the website.	None
(III) Does the company announce and declare the annual financial report within two months after the end of the fiscal year, and announce and declare the first, second, and third quarter financial reports and the monthly operation	V		(III) The Company declare its annual financial statements within two months after the end of a fiscal year from the next year. The first, second, and third quarter of 2025 financial statements and the operating conditions of each month are to be announced and declared within the prescribed time limit.	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
status earlier than the specified deadline?				
VIII. Does the Company have other important information that helps to understand the operation of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, rights of stakeholders, continuing education of directors and supervisors, risk management policies and risk measurement standards, implementation of customer policies, and the purchase of liability insurance for directors and supervisors)?	V		(I) Employee rights: The Company treats its employees with integrity and protects the legitimate rights and interests of employees in accordance with the labor laws and regulations of each operating location. (II) Employee care: Through the welfare system that provides employees with a stable life and diversified education and training systems, the Company has established a good relationship of mutual trust and mutual dependence with employees. Such as: employee health checkups, employee trips, family days, provision of employee dormitories, accommodation for employees' daily life care, employee satisfaction surveys and improvement measures, parking lots and communication channels with the President's mailbox, etc. (III) Investor relations: There is an investor section on the Company's website (https://www.hulane.com.tw/investors) to disclose the Company's financial business and other related information. (IV) Supplier relations: The Company has established the "Supplier Selection and Management Procedures" to ensure that suppliers meet the demand	None

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			for delivery, quality, and price. In the spirit of sustainable management, the Company is committed to requiring suppliers to comply with environmental protection, industrial safety and human rights standards, and organizing supplier exchange activities regularly to establish good communication and partnership. (V) Continuing education for directors: The Company arranges directors to participate in relevant training courses and seminars on a regular basis. For the continuing education of directors in 2025, please refer to [Attachment 2]. (VI) Implementation of risk management policies and risk measurement standards: 1. Measurement Standards: In 2025, the Company implemented Key Risk Indicators (KRIs) in accordance with the latest version of the Risk Management Guidelines. These indicators are used to facilitate regular tracking, assessment, and response to key risks. For details, please refer to Attachment 3. 2. Implementation Status: On November 8, 2024, the Board of Directors approved the establishment of the Risk Management Committee, which is composed of three Independent Directors. The CEO acts as the Chief Coordinator, leading the executive team responsible for promoting and executing risk management initiatives. The	

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			Committee is tasked with reviewing risk management policies, procedures, and frameworks; regularly evaluating their applicability and effectiveness; determining risk prioritization and risk levels; reviewing the implementation status of risk controls; and providing improvement recommendations. The Committee reports its findings to the Board on a regular basis. (VII) Implementation of customer policy: A customer complaint and feedback mechanism has been established to provide good communication channels between customers and the business, and strive to improve customer satisfaction. In addition, a customer satisfaction survey is conducted once a year to maintain good relationships with customers and implement them in daily customer management to create company profits. (VIII) Purchase of liability insurance for directors: The Company has purchased liability insurance for directors, independent directors, and key managers since 2004.	
IX. Please explain the improvements made based on the corporate governance evaluation results published in the most recent year by the Corporate Governance Center of the Taiwan Stock Exchange, and propose enhancements and measures for the areas that have not yet been rectified.				

Assessment items	Operation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
The Company's overall score in the 12th evaluation (2025) was 94.7, placing it in the 6% to 20% ranking tier among OTC-listed companies. Improvements: In the future, the Company will continue to build an effective corporate governance mechanism at all levels of operation, and continue to implement transparent information disclosure to enhance shareholders' rights and interests.				

[Attachment 1] Continuing education for corporate governance managers in 2025

Name	Date	Organizer	Course title	Hours	Total
Pan Su-Chiu	2025/04/11	Taiwan Institute of Directors	[Corporate Governance Upgrade: Building a New Era of Talent Competitiveness] Corporate Governance Officer Professional Development Course	3	23
	2025/04/17	Taiwan Institute of Directors	[The Impact of Climate Change on Financial Reporting] Corporate Governance Officer Certification Training Course	3	
	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	
	2025/08/07	Taiwan Independent Director Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	
	2025/08/13	Business Council for Sustainable Development	Green and Transition Finance: Policies, Practices, and the Future of Green Securities	2	
	2025/08/22	Chinese National Association of Industry and Commerce, Taiwan	2025 Taishin Shin Kong Net Zero Summit Forum	3	
	2025/10/16	Financial Supervisory Commission	15th Taipei Corporate Governance Forum	6	

[Attachment 2] Continuing education for directors in 2025

Job title	Name	Date	Organizer	Course title	Hours	Total
Chairman	Chang Tzu-Hsiung	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	6
		2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	

Job title	Name	Date	Organizer	Course title	Hours	Total
Director	Hu Sheng-Ching	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	6
		2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	
Director	Chang Ping-Chun	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	6
		2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	
Director	Hu Shao-Ju	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	6
		2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	
Director	Liu Chun-Hsiang	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	6
		2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	
Director	Lin Yuan-Li	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	6

Job title	Name	Date	Organizer	Course title	Hours	Total
		2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	
Independent Director	Chang Shyueh -Chih	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	8
		2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	
		2025/08/13	Business Council for Sustainable Development	Green and Transition Finance: Policies, Practices, and the Future of Green Securities	2	
Independent Director	Lin, Chan-Lieh	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	9
		2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	
		2025/12/15	Taiwan Institute of Directors	Toward 2026: Steering Asia — Building a Forward-Looking Corporate Blueprint	3	
Independent Director	Tai Chia-Wei	2025/05/14	Chinese Corporate Governance Association	How Boards Should Address 12 ESG Risk Issues	3	12
		2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3	

Job title	Name	Date	Organizer	Course title	Hours	Total
		2025/06/26	Securities Dealers Association of the Republic of China	Anti-Money Laundering and Counter-Terrorism Financing: Relevant Regulations and Case Analysis	3	
		2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3	

[Attachment 3] Key Risk Indicators

External Risk	Risk Style	Index	Update Cycle	Information Update Unit	Data Source		Standard	Observation value	Target/Range	Situation	Countermeasures feedback unit
Economy Situation	Strategic Risk	GDP	Monthly_ 25th~30th	General Manager Office	Website	1. Projected value: Latest economic forecast released by IHS Markit, Bureau of International Trade, MOEA 2. Performance: IMF & World Bank (quarterly announcements) https://www.imf.org/en/publications/weo	No Standard	Forecast Value & Actual Value	Control：The difference between the forecast growth rate and the previous period was negative from six consecutive months.	Standard: N/A Control：Countermeasures	Functional Division
	Strategic Risk	PMI	Monthly_ 1st~10th	General Manager Office	Website	IHS Markit Ltd. https://www.markiteconomics.com/Public/Release/PressReleases	>50	Actual Value	Standard: X >= 50 (Expansion) Control：six consecutive months ≦ 50	Standard: N/A Control：Countermeasures	Functional Division
	Operational Risk	Metals【Copper & Zinc】 Long & Short-term period Purchase Spread	Monthly_ 1st~10th	Logistics Dept.	Website	London Metal Exchange (LME) https://www.lme.com/Metals/N on-ferrous#tabIndex=0	No Standard	Forecast Value	Standard: The spread between the long-term and short-term futures continues to rise (positive) Control：three consecutive months = negative	Standard: N/A Control：Countermeasures	Operation and Logistics Department
	Strategic Risk	CPI	Monthly_ 20th~30th	General Manager Office	Website	Trading Economics https://tradingeconomics.com/	<3%	Forecast Value	Criterion: X≦ 3% (optimism) Control：three consecutive months ≧ 5%	Standard: N/A Control: Only observation	Functional Division
	Strategic Risk	CCI	Monthly_ 20th~30th	General Manager Office	Website	1. Investment grade economic indicator user guide Stock-ai 2. MacroMicro https://www.macromicro.me/	>100	Forecast Value	Criterion: X≧ 100 (optimism) Control：three consecutive months ≦ 100	Standard: N/A Control: Only observation	Functional Division
International Situation	Financial Risk	Exchange rate									
		USD	Monthly_		Unit	Bank of Taiwan	No Standard	Forecast Value	N/A	Standard: N/A	

External Risk	Risk Style	Index	Update Cycle	Information Update Unit	Data Source		Standard	Observation value	Target/Range	Situation	Countermeasures feedback unit
		CNY	1st~10th	Group Finance Division	Website	https://rate.bot.com.tw/xrt?Lang=zh-TW				Control: Only observation	Group Finance Division
		EUR									
		YEN									
		IDR									
		VND									
	Financial Risk	HL Exchange rate management	Monthly_ 20th~30th	Group Finance Division	Unit	Group Finance Division	Hu Lane Group — (OC_19) Exchange Rate Management: accumulated consolidated currency exchange loss and gain account for accumulated revenue whithin -0.6%	Actual Value	Standard: X ≦ -0.6% Control：accumulated consolidated currency exchange loss and gain account for accumulated revenue whithin -0.6% (X≦-0.6%) (Foreign exchange losses below 0.6% of consolidated revenue)	Standard: N/A Control：Countermeasures	Group Finance Division
	Financial Risk	HL Accounts Receivable Days	Monthly_ 20th~30th	Group Finance Division	Unit	Group Finance Division	Hu Lane Group Annual Financial Indicators — (OC_20) HL Accounts receivable days：135 days	Actual Value	Standard: X ≦ 135 days Control：six consecutive months over 135 days (≧ 135 days)	Standard: N/A Control：Countermeasures	Group Finance Division
Impact of information security incidents on corporate operations	Information Security Risks	Record of abnormal events in network system	Quarterly _ 20th~30th	Group IT Division	Unit	Security Operation Center	Standard value: CVSS 7.5-10	Actual Value	Standard: 0 cases with CVSS > 7.5 Control: Control failure is determined if no correction or improvement plan is made within 3 days after detection	Standard: N/A Control：Countermeasures	Group IT Division
		Tracking and review of major external information security incidents	Irregular	Group IT Division	Unit	External Source	N/A	Actual Value	The evaluation includes the following three levels. Confidentiality: C (Confidentiality) Integrity: I (Integrity)	Standard: N/A Control：Countermeasures	Group IT Division

External Risk	Risk Style	Index	Update Cycle	Information Update Unit	Data Source		Standard	Observation value	Target/Range	Situation	Countermeasures feedback unit
									Availability: A (Availability) When any single impact level is rated as Critical, a corrective action plan must be submitted, with the target to be achieved within 3 months.		
Protection of the rights and interests of the company or its stakeholders	Legal risk	Trade Secret Confidentiality of correspondence	Irregular	Legal Affairs Office	Unit	All contacts, corporate enterprises, government agencies, or other parties that may provide or receive information	N/A	Actual Value	1. Terms and content 2. Special agreements 3. Punitive liquidated damages 4. Other (any agreements affecting rights and obligations)	Standard: N/A Control：Countermeasures	Legal Affairs Office
Timeline of major external environmental impacts in recent years	Hazard Risk	Major environmental changes	Irregular	General Manager Office	Unit	Network Information	N/A	Actual Value	N/A	Standard: N/A Control：Countermeasures	Strategic and flexible team

(VI) Implementation of sustainable development and deviations from the Sustainable Development Best-Practice Principles for TPEx-Listed Companies and the causes

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
I. Has the Company established a governance framework for the promotion of sustainable development, and established a dedicated (or part-time) unit to promote sustainable development that is handled by senior management authorized by the board of directors, and supervised by the board of directors?	V		(I) In fulfillment of its commitment to sustainable corporate operations, the Company resolved at the Board meeting in December 2025 to further integrate sustainability-related actions into the Group's day-to-day operational processes. The existing "Sustainability Development Committee" has been designated as the highest-level internal sustainability decision-making body within the Company. The Committee is composed of independent directors serving as members, responsible for setting the direction of sustainability strategy. The Chief Sustainability Officer is responsible for progress control and task assignment, and the Group's Sustainability Development Department is dedicated to executing matters related to the Sustainability Development Committee and advancing the implementation of various sustainability initiatives. (II) The sustainability director of the "Sustainability Committee" reports to the board of directors on the achievement of sustainability and future work plans. The meeting was convened three times in 2025.The date and content of the motions are as follows: The operation of the Sustainable Development Committee is detailed as follows:	None

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			(III) The board of directors regularly listens to reports from the management team (including the ESG report) on a quarterly basis. The management must propose the company's strategies to the board of directors, and the board of directors must evaluate the probability of success of these strategies, and must constantly review the progress of the strategies and urge the management team to make adjustments when necessary	
II. Does the Company follow the principle of materiality, conduct risk assessments on environmental, social, and corporate governance issues related to corporate operations, and formulate relevant risk management policies or strategies?	V		(I) The Company's Board of Directors approved the "Sustainable Development Best-Practice Principles" on December 24, 2025. We evaluate the development trend of domestic and foreign enterprises' social responsibility and the relevance of their core business, and review the effectiveness of its implementation and continuous improvement at any time to ensure the implementation of CSR policies. (II) To fulfill the corporate social responsibility, and to promote economic, environmental and social progress, in order to achieve the goal of sustainable development. The Company's risk assessment standards and risk management strategies for material issues related to environmental, social and corporate governance will be regularly tracked by the Risk Management Committee, adjusted in a timely manner, reported to the board of directors. For the risk management (TCFD) of material issues, please refer to "Attachment 2". In the future, the Company will review the appropriateness	None

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			of key risk factors and indicators regularly in accordance with the global policy, and adjust and continue to implement the risk management mechanism.	
III. Environmental issues (I) Has the Company established an appropriate environmental management system based on the characteristics of its industry?	V		(I) In addition to continuing to implement the existing ISO 14001 Environmental Management System and RoHS management framework, the Company conducts annual third-party ISO series certification audits to review and strengthen the effectiveness of environmental management at its facilities. The scope covers both domestic and overseas production sites. The Company has also implemented the ISO 14064-1 greenhouse gas inventory system, which has been verified by a third party. The Company continues to strengthen its greenhouse gas management mechanisms in accordance with this standard, establishing methods for inventorying and calculating the organization's greenhouse gas emissions and removals, setting carbon reduction targets for each facility, and advancing concrete carbon reduction measures and action plans to achieve ongoing improvements in greenhouse gas emissions management. In addition, the Company has implemented the ISO 14067 product carbon footprint management system to inventory carbon emissions generated during the manufacturing process, and has accordingly launched carbon reduction plans that analyze areas in the production process where emissions can be reduced. Through process	None

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			optimization, reduction of raw material inputs, and minimization of waste output, the Company continues to lower carbon emissions across the product life cycle.	
(II) Is the company committed to improving the efficiency of energy use and using recycled materials with low impact on the environment?	V		(II) Intelligent monitoring meters for production machines and high-consumption equipment are installed to accurately and effectively inventory the From company's high-consumption equipment. For those high-energy-consuming equipment, old machines are replaced with new ones gradually. As for plastic raw materials, in addition to the continuous outsource of recycling and reuse raw materials, the production units are currently planning an internal recycling and reuse process. Administrative units have comprehensively introduced the paperless plan, replacing papers with electronic sign-off systems. The solar power generation system was installed at the Taipei Hu Lane Plant in 2025, and the energy storage equipment was upgraded to improve the efficiency of green energy use.	None
(III) Does the company pay attention to the potential risks and opportunities of climate change at present and in the	V		(III) In addition to addressing the impacts of global warming, countries around the world are actively establishing carbon trading systems to accelerate corporate carbon reduction efforts. In line with the global trend toward carbon reduction. The Company has implemented the ISO 14064-1	None

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
future, and take measures to respond to climate-related issues?			greenhouse gas inventory system and established the ISO 14067 product carbon footprint management mechanism as key measures for responding to climate change and strengthening carbon emissions management.	
(IV) Does the company count greenhouse gas emissions, water consumption, and total weight of waste in the past two years, and formulate energy conservation and carbon reduction, greenhouse gas reduction, water consumption, or other waste management policies?	V		(V) In fulfillment of its environmental responsibility and to reduce the impact of greenhouse gas emissions on the climate, the Company continues to promote energy conservation and carbon reduction while complying with relevant environmental regulations. The Company has established an ISO 14001 management system and has implemented ISO 14064-1 greenhouse gas inventory and ISO 14067 product carbon footprint systems, reinforcing emissions control, water conservation, and waste reduction through systematic management. The Company have completed the 2025 ISO14064-1 Category 1, 2 and 3 inventory of the group (covering all subsidiaries) in 2026. <u>1. Greenhouse gas emissions in the past two years</u> Note: (VI) 1-1 Greenhouse Gas Inventory and Assurance of the Company's Climate-related Information In 2025, combined Scope 1 and Scope 2 greenhouse gas emissions totaled 14,218.983 metric tons CO_2e, with an emission intensity of 1.44774 metric tons CO_2e per NT$1 million. The primary emission source was Category 2	None

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			electricity consumption, accounting for 94% of combined Category 1 and 2 emissions, followed by Category 1 fuel combustion from company vehicles, accounting for 6%. To continue aligning with international carbon reduction trends, the Company has established a five-year (2023–2027) sustainability development target and is advancing related projects and tracking implementation progress through the Sustainability Development Committee, with the expectation of progressively reducing per-unit product carbon emissions and overall carbon emissions. 2. Water consumption in the past two years	

Unit: ML

Year	Total Water Intake	Total Water Discharge	Total Water Consumption	Water Consumption Intensity
2024	149.84	113.76	36.08	0.0041
2025	134.61	100.62	33.99	0.0035
Two-year difference	10.17% reduction	10.76% reduction	8.36% reduction	16.67% reduction

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			For the water-saving plan: the Company set annual water reduction targets for each factory, publicizing and promoting the implementation of saving water in daily life, replacing old equipment with those of government-certified energy-saving labels. Since 2023, the Taipei factory is planned to cooperate with outsourced electroplating factories, expecting to recycle 20% of the wastewater from the electroplating process annually. The Company expects to utilize the available water resources to bring greater benefits to the Company. 3. Output of waste in the past three years(Unit: tonne) Output of general + hazardous waste (number of companies)	

Type of waste	2023	2024	2025	Processing method	On-site processing
Hazardous commercial waste	42.0469	41.41455	38.6500	Recycling incineration heat treatment	Off-site

<table>
<tr><th rowspan="2">Implementation Items</th><th colspan="3">Status of implementation</th><th rowspan="2">Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td></td><td></td><td></td><td></td><td>Solidification treatment
Physical disposal</td><td></td></tr>
<tr><td>General commercial waste</td><td>2685.037</td><td>3324.626</td><td>3562.705</td><td>Recycling and incineration</td><td>Off-site</td></tr>
<tr><td>Total</td><td>2727.084</td><td>3366.040</td><td>3601.355</td><td>-</td><td>-</td></tr>
</table>
</td><td></td></tr>
<tr><td>IV. Social Issues
(I) Has the Company established relevant management policies and procedures in accordance with applicable laws and international conventions on human rights?</td><td>V</td><td></td><td>(I) The Company has established a human rights governance framework with the Board of Directors as the highest authority, overseeing the Company's human rights policies and related governance matters. The Sustainability Development Department and other relevant units are responsible for planning, promoting, and implementing human rights-related operations to</td><td>None</td></tr>
</table>

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			guide business decision-making and daily operations, ensuring the effective implementation of the human rights policy. To fulfill its corporate social responsibility, uphold human rights protections, and realize universal human rights values, the Company developed its human rights policy in 2026, drawing reference from internationally recognized human rights standards including the International Bill of Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Declaration on the Rights of Indigenous Peoples, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and the Convention on the Rights of Persons with Disabilities. The Company's human rights policy includes the following: 1. Equal Employment Opportunity by Eliminating Unlawful Discrimination Providing foreign employees with quality accommodation and living conditions; strictly prohibiting workplace violence; and providing employees with wages and benefits that meet or exceed the minimum standards required by local law. 2. Policy to ensure employment quotas for persons with disabilities	

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			Pursuant to Article 38 of the "Persons with Disabilities Protection of Rights and Interests Act", the Company provides protection for employees with disabilities through promotion. 3. Prohibition of Child Labor Policy It is prohibited to hire employees under the age of 15. 4. Prohibition of all forms of forced labor 5. Supporting Employee Physical and Mental Health and Work-Life Balance: The Company places great importance on employee wellbeing. Through health check-ups, health promotion activities, club participation, and employee care initiatives, the Company helps employees maintain good physical and mental health and fosters a workplace environment conducive to work-life balance. Related activities and measures will continue to be advanced in accordance with annual plans. 6. Gender Equality and Prevention of Unlawful Workplace Conduct The Company values gender equality and is committed to eliminating unlawful workplace conduct (including a dedicated reporting hotline). The Company has established the "Prevention Measures for Unlawful Infringement in the Performance of Duties" and the "Sexual Harassment	

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			Prevention and Control Management Procedures," creating mechanisms for prevention, complaint filing, and resolution. The Company also provides parental leave, maternity leave, paternity leave, and family care leave, fostering a gender-inclusive and safe work environment. Human Rights Due Diligence and Management The Company has established human rights due diligence procedures to identify and assess human rights risks in its own operations and across its supply chain, and to implement risk management and mitigation measures. Through continuous improvement and tracking mechanisms, the Company works to reduce the impact and consequences of human rights risks.	

Stage	Step	Description
Stage 1: Risk Identification	Identification	Identify actual or potential adverse human rights impacts that may arise from the Company's operating activities and supply chain, including impacts on employees, suppliers, contractors, and other stakeholders.

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			<table><tr><td rowspan="3">Stage 2: Response and Action</td><td rowspan="3">Prevention and Improvement</td><td>Plan and implement corresponding preventive and corrective measures for identified human rights risks, including: 1. Requiring suppliers to complete self-assessment questionnaires</td></tr><tr><td>2. Implementing human rights-related education and training</td></tr><tr><td>3. Establishing grievance channels</td></tr><tr><td>Stage 3: Impact Tracking</td><td>Monitoring and Review</td><td>Develop mitigation and remediation mechanisms, and continue to adjust and refine as needed.</td></tr><tr><td>Stage 4: Communication and Disclosure</td><td>Information disclosure</td><td>Disclose human rights due diligence practices on the Company's website, in the sustainability report, or through other public channels.</td></tr></table>	
(II) Does the Company establish and implement reasonable	V		(II) 1. The Company has established a market-linked compensation system and regularly reviews and updates salary levels to maintain compensation	None

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
employee welfare measures (including remuneration, leave of absence, and other benefits), and appropriately reflect the business performance or results in the employee's remuneration?			competitiveness, disclosing employee benefit measures on the Company's website. 2. The Company distributes employee and director remuneration in accordance with its Articles of Incorporation, with due consideration given to the distribution ratio for frontline employees, in order to enhance employee engagement and retention. Note: "Frontline employees" refers to non-managerial employees earning below NT$63,000 per month. 3. In addition to a five-day work week, the Company provides special leave in accordance with the Labor Standards Act. Employees may apply for unpaid leave in accordance with applicable law in the event of parental leave, serious illness or injury, or other significant circumstances.	
(III) Does the Company provide employees with a safe and healthy work environment and provide employees with regular safety and health education?	V		(III) To implement occupational safety, environmental protection, quality management, and information security, the Company has adopted management and verification systems including ISO 45001, ISO 14001, ISO 50001, ISO 14064-1, ISO 14067, ISO/IEC 17025, IATF 16949, VDA 6.1, and ISO 27001. The Company conducts product carbon footprint and greenhouse gas inventories, implements conflict minerals management mechanisms, and continues to advance improvement measures in accordance with international standards and technological developments,	None

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			comprehensively enhancing corporate governance and sustainable competitiveness. In addition, the Company conducts annual employee health checkups and health education channels, and implements occupational safety and health education and training in accordance with the law. The operating environment is monitored twice a year on operating sites to ensure the safety of employees in the workplace. The test results meet the national standards, and employee health examination reports are analyzed annually. The health consultations are arranged by on-site nursing staff to effectively manage the physical health of employees. 1. Employee Health Care Activities – Monthly Exercise Day: In 2025, a total of 12 sessions of monthly exercise days were held, with cumulative participation of 509 employees. 2. The fat loss competition lasted for 371 days in 2025, with 132 employees participating in the individual category and 14 teams participating in the group category. A total of 70 employees successfully achieved their fat-loss goals. 3. On-site health services: In 2025, a total of 70 employees participated in one-on-one health consultations with occupational physicians. These consultations provided individualized health risk assessments and offered concrete recommendations for the prevention and management of the	

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			three highs. Such services help employees identify risk factors early, improve dietary and exercise habits, and effectively reduce the likelihood of chronic health conditions. 4. In 2025, the installed Wet Bulb Globe Temperature (WBGT) monitoring equipment in the forming operation area to monitor and manage on-site environmental temperature conditions. This system is complemented by the use of ventilation fans to regulate the working environment. Throughout the year, the average WBGT was maintained at approximately 26~28°C. 5. In 2025, the recorded 6 occupational injuries among a total workforce of 673 employees, resulting in a Lost Time Injury Frequency Rate (LTIFR) of 4.53. 6. No fire incident occurred in 2025; the fire rate was 0%. 7. In 2025, the company organized a total of seven health seminars covering a wide range of topics, including fatigue management and sleep quality, guidance on selecting dietary supplements, prevention and management of metabolic syndrome (hypertension, hyperglycemia, and hyperlipidemia), CPR and AED first aid training, hearing health, and nutrition strategies for improving overall health. Health Monitoring Equipment: To support employees in monitoring their health conditions—	

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			particularly risks related to metabolic syndrome, the company has provided health monitoring equipment such as blood pressure monitors and body composition scales. Employees are encouraged to regularly check their health indicators to enable early detection of abnormalities and timely intervention. This initiative aims to promote proactive health management and foster the habit of routine self-monitoring among employees.	
(IV) Has the Company established an effective career capacity development training program for employees?	V		(4) The Company regards employees as important assets and values talent cultivation and development. It provides general training for new employees to enhance their understanding and identification with the Company, and arranges various online and offline professional training courses and training programs according to employees' competencies and job requirements, encouraging them to continue to improve themselves.	None
(V) Does the Company comply with applicable laws and international standards on issues such as customer health and safety, customer privacy, marketing and labeling of products and services, and	V		(V) 1. According to the client/consumer protection policy of Social in the ESG Corporate Social Indicators, the Company not only continues to improve products and services, but also provides a channel for customers to complain and give feedback. For example, customers, distributors (traders, agents), trading partners merchants, agents, suppliers (including	None

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
establish relevant policies and grievance procedures for the protection of consumers' or customers' interests?			contractors), and the general public may use any form of correspondence, telephone, fax, or e-mail. 2. The internal ordering procedures (Doc. No. 2038) have also made detailed settings for communication with customers according to the provisions of IATF16949. If the customer receives feedback on the product and service after the transaction, the post-delivery activities and customer complaint handling procedures are defined (Doc. No. 2061).) and Customer Satisfaction Management Guidelines (Doc. 2073) to maintain good communication with customers.	
(VI) Does the Company have a supplier management policy defined to require suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and the implementation status thereof?	V		(VI) 1. The Company has established the "Supplier Selection and Management Procedure" to select qualified third-party suppliers to meet the Company's needs. Suppliers are regarded as important partners. To maintain long-term cooperative relations with suppliers, in addition to ensuring product quality, delivery and cost, we also work with suppliers to implement sustainable development of environmental protection, human rights, and resource recycling to fulfill social responsibilities and promote the sustainable development of the supply chain. 2. Supply chain management practices Supplier evaluation:	None

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			It must be legally registered with the government and certified by the company with ISO9001 and/or IATF16949. It is a priority candidate. It must meet the requirements of EU environmental regulations, cooperate with the implementation of the Company's prohibited substance standards, sign environmental agreements with suppliers, and do not use conflict minerals/ Integrity Commitment signed with suppliers 3. Regular supplier assessment: Conduct supplier evaluation on a regular basis. The ISO9001 and ISO14001 management systems are used to establish supplier qualification procedures, supplier evaluation and performance tracking procedures, and guide suppliers to cooperate with the Company in the implementation of sustainable corporate social responsibility. Regular analyses are performed to assess changes in transaction risks among domestic and international suppliers. The evaluation criteria include ESG performance across environmental, social, and governance dimensions; compliance with product safety and regulatory requirements; quality management system certification levels; delivery volume and quality performance; and whether the supplier operates in an oligopolistic market. Suppliers identified as having higher risk levels are included in the following year's annual supplier audit plan.	

<table>
<tr><th rowspan="2">Implementation Items</th><th colspan="3">Status of implementation</th><th rowspan="2">Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td>V. Has the Company referred to international reporting standards or guidelines in its preparation of the sustainability report and other reports which disclose the Company's non-financial information? Did the preliminary report obtain the assurance or guarantee opinion of the third-party verifier?</td><td>V</td><td></td><td>(I) The Company prepares a sustainability report voluntarily on a regular basis every June in accordance with the GRI Standards published by the Global Sustainability Standards Board (GSSB), which is also publicly available on the Company's website and the Taipei Exchange (OTC) website, and discloses corporate social responsibility-related information on the Company's website.
(II) The sustainability report is a voluntary disclosure. As of 2025, the Company has published its 13th Sustainability Report and continues to engage the external independent firm Crowe (Taiwan) CPAs to perform limited assurance review in accordance with ISAE 3000 standards, obtaining an accountant's assurance statement to enhance the reliability and transparency of disclosed information.</td><td>None</td></tr>
<tr><td colspan="5">VI. On December 23, 2022, the Company's Board of Directors approved the "Sustainable Development Code of Practice," which is regularly reviewed for operational compliance and continually refined. On December 24, 2025, the Board further amended the Code to add an independent whistleblowing channel for reporting unlawful conduct, thereby strengthening corporate governance and sustainability mechanisms. Implementation progress is reported to the Board on a regular basis, and to date there have been no material deviations from the established Code.</td></tr>
<tr><td colspan="5">VII. Other important information for understanding the promotion of sustainable development:
1. Dow Jones Sustainability Indices:</td></tr>
</table>

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	

(1) Hu Lane selected as a constituent stock of the TPEx FactSet Climate Resilience Index

2. Response to social welfare activities:

(1) Mountain Cleanup Hiking Activity

In 2025, Hu Lane Precision held its second ESG action event — “Xizhi Forest Breathing: Green Action · Mountain Cleanup Hiking Day” — at Dajianshan in Xizhi, with 96 participants. The activity combined environmental cleanup with guided hiking, led by professional guides conducting the mountain cleanup while helping participants rediscover the natural environment and cultural heritage of Xizhi. Through direct participation in environmental protection, the event also promoted employee physical and mental wellbeing and team cohesion.

(2) Blood Donation Charity Drive

In 2025, factories across the Group separately organized the “Donating Blood with Love, Hu Lane by Your Side” charity blood donation drive, calling on employees and suppliers to participate and take concrete action in support of social welfare. A total of 283 people donated blood, with a combined donation volume of 86,500 ml — a 2.05-fold increase compared to 2024 — demonstrating Hu Lane Precision’s sustained commitment to public welfare and corporate social responsibility.

(3) Sustainability Education and Cultural Support

Hu Lane Precision continues to integrate ESG and SDGs principles into its social giving initiatives. In 2025, the Company sponsored the Shuiyuan Village Theater Troupe’s performance of the children’s play Pandora’s Hope at Lize Elementary School in Yilan, using the medium of theater to promote sustainability education and bring environmental protection and future-oriented themes into schools. Through engaging storytelling, the performance guided students to care for the environment, collaborate with one another, and cultivate the courage and hope to face future challenges.

Implementation Items	Status of implementation			Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	

(4) Post-Disaster Relief and Corporate Disaster Prevention Cooperation

In September 2025, the breach of the Mataan River landslide dam in Hualien caused severe damage in the Guangfu area. Hu Lane Precision responded promptly with a care initiative, donating NT$500,000 worth of furniture, mattresses, and other household supplies to help affected families improve their living conditions and ease the burden of rebuilding. In addition, Hu Lane Precision continued its partnership with the Xizhi District Office through a signed "Disaster Prevention Cooperation Memorandum," participating in the Xizhi District corporate disaster prevention system. The Company coordinates with flood season command and dispatch operations, integrating corporate resources to provide disaster prevention support and supply logistics, enhancing disaster response efficiency. In March 2025, the Company also participated in the New Taipei City Government's Outstanding Corporate Disaster Prevention Award Ceremony, where Mayor Hou You-Yi presented a certificate of appreciation in recognition of the Company's contributions to corporate disaster prevention and public safety.

3. Awards:

Operating Site	Award Description
Taipei Hu Lane	Taiwan Power Company Certificate of Appreciation for Energy Conservation
Taipei Hu Lane	Foreign Investment Selection — Top 100 in Taiwan
Taipei Hu Lane	Taipei International Auto Parts & Accessories Exhibition — ESG Gold Badge
Taipei Hu Lane	Certified as a "Sports Enterprise" by the Sports Administration, Ministry of Education.

<table>
<tr><th rowspan="2" colspan="2">Implementation Items</th><th colspan="3">Status of implementation</th><th rowspan="2">Deviation and causes of deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td rowspan="2"></td><td>Dongguan Hu Lane</td><td colspan="3">National Ministry of Industry and Information Technology — “Specialized, Refined, Distinctive, and Innovative” (Little Giant Enterprise) Award, with a RMB 1.5 million incentive grant</td><td rowspan="2"></td></tr>
<tr><td>Nanjing Hu Lane</td><td colspan="3">2025 Third Annual China Automotive Industry Global Expansion Top 100 List</td></tr>
</table>

Company climate information

Implementation of climate-related information

Item	Status of implementation	
1. Describe the supervision and governance of the Board and the management in terms of risks and opportunities related to climate.	The Company is committed to addressing climate-related issues by promoting the TCFD framework. The Risk Management Committee serves as the highest supervisory body, with the CEO acting as the commander of the risk management promotion and implementation team formed by the management team. This team reports regularly or as needed to the Risk Management Committee on plans, management measures, and results related to climate change and operational risks and opportunities. The Risk Management Committee, in turn, reports on its operations and oversight status to the Board of Directors.	
2. Describe how the climate risks and opportunities identified affect the business, strategies, and finance (short-term, mid-term, and long-term) of the enterprise.	Short-term:	[Business: Production equipment and inventory may be damaged due to extreme climate events.] [Strategy: Operating costs increase.] [Finance: Raw material procurement costs increase.]
	Mid-term:	[Business: Climate risks may disrupt the supply chain or even cause supply chain breakdowns.] [Strategy: Continuous regulatory changes may create technological bottlenecks.] [Finance: Increased capital expenditures for equipment renewal and R&D investment.]
	Long-term:	[Business: Changing consumer preferences may prompt clients to adjust their business demands.] [Strategy: Transition toward low-carbon or carbon-neutral operations.] [Finance: Divergence in global carbon and energy policies may drive continued increases in operating and investment costs.]
3. Describe the effects of extreme weather and transformation actions on finance.	The increase in transportation expenses for raw material procurement costs will promote the R&D unit to increase the recycling rate of raw materials, reduce costs and expenses, and actively replace outdated equipment and increase the investment in intelligent production equipment, thereby improving the utilization rate and reducing costs.	
4. Describe the identification, evaluation, and management procedures of climate risks and	In November 2024, the Company reorganized its Risk Management Committee, including climate-related risks and opportunities. Through risk identification, risk analysis and assessment, risk supervision and management, risk reporting and disclosure, and other management processes, each	

<table>
<tr><th>Item</th><th>Status of implementation</th></tr>
<tr><td>how they are integrated with the overall risk management system.</td><td>operating responsible unit conducts risk identification, analyzes the probability of risk events, and evaluates accordingly based on short-, medium- and long-term goals and business responsibilities. The committee also proposes risks based on the risk level after the assessment, and all relevant implementation reviews and reports are carried out to effectively adjust risks.</td></tr>
<tr><td>5. If scenario planning is adopted to evaluate the resilience to risks of climate change, describe the scenarios, parameters, assumptions, analytical factors used, and the major effects on finance.</td><td>The Company's climate risk scenario analysis employs modeling tools from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) Sixth Assessment Report (AR6) and Taiwan's 3D Disaster Potential Map to assess the financial impacts of transition risks and physical risks on Hu Lane under different scenarios.
I. Transition Risk Scenarios:
(I) SSP1-2.6 is a low-forcing pathway. Its simulation results indicate that the Taipei Hu Lane facility location will experience a temperature increase of 0.7°C by 2040. 1°C increase by 2060. 1.1°C increase by 2080.
(II) SSP5-8.5 is a high-forcing pathway. Its simulation results indicate that the Taipei Hu Lane facility location will experience a temperature increase of 0.8°C by 2040. 1.6°C increase by 2060. 2.5°C increase by 2080.
Transition risks are analyzed using TCCIP AR6 simulation tools to assess the financial impact of both scenarios on Hu Lane, including projected increases in future electricity costs and potential future carbon fee payments.
(For details, please refer to Section 6.2.3 of the Sustainability Report.)
II. Physical Risk Scenarios:
Physical risks are simulated using Taiwan's 3D Disaster Potential Map under a scenario of intense short-duration rainfall (300 mm of rainfall within 12 hours), which causes flooding on access roads surrounding the main production facilities, preventing employees and logistics from moving in and out, and resulting in financial impact on Hu Lane. (For details, please refer to Section 6.2.3 of the Sustainability Report.)</td></tr>
<tr><td>6. If there is a transformation plan in response to the management of risks related to</td><td><table><tr><th>Transformation plan</th><th>Content of the plan</th><th>Mobile item</th><th>Indicators</th><th>Goals</th></tr></table></td></tr>
</table>

<table>
<tr><th>Item</th><th colspan="5">Status of implementation</th></tr>
<tr><td rowspan="5">climate, describe the content of the plan and the indicators and objectives used for identifying and managing the risks and transformation risks of the entity.</td><td rowspan="5">Transformation risks</td><td rowspan="3">Energy conservation and carbon reduction</td><td>In accordance with ISO 50001:2018 management procedure</td><td>Energy Intensity</td><td>Each facility is progressively implementing the ISO 50001 Energy Management System.</td></tr>
<tr><td>The Company follows the ISO 14064-1:2018 management procedure.</td><td>Emission Intensity</td><td>2025–2026: Carbon emission intensity reduced by 10% year-on-year compared to the prior year; 2027–2029: Carbon emission intensity reduced progressively to 9% year-on-year.</td></tr>
<tr><td>In accordance with ISO 14067:2018 management procedure</td><td>Product Carbon Footprint Quantitative Process</td><td>The Company will continue to inventory the source of carbon emissions every year, effectively control the risk of additional levied carbon fees or carbon tax in the future.</td></tr>
<tr><td rowspan="2">Green energy</td><td>Solar power generation</td><td>Solar power generation volume</td><td>No target is set.</td></tr>
<tr><td>Green power procurement</td><td>Green power procurement volume</td><td>2026: Group green electricity usage increased to 25%; 2029: Group green electricity usage progressively increased to 45%.</td></tr>
<tr><td>7. If internal carbon pricing is adopted as the planning tool, describe the basis for establishing the price.</td><td colspan="5">Not applicable, as the Company has not yet used the internal carbon pricing as the planning tool.</td></tr>
</table>

Item	Status of implementation
8. If the Company has set targets related to climate, describe the scope of activities and GHG emission covered, the planned schedule, progress achieved each year, and other information. If a carbon offset or renewable energy certificate (RECs) is used to achieve relevant targets, describe the source and volume of the carbon reduction limit used for offsetting or the volume of RECs.	1. The Company completed the disclosure and third-party certification of its 2024 Sustainability Report in 2025, along with the Group-wide greenhouse gas inventory and external verification. An external audit for the 2024 data was conducted from May 12 to June 27, 2025. The Company obtained the ISO 14064-1 Greenhouse Gas Emissions Verification Certificate on July 31, 2025. The verified greenhouse gas emissions data will be disclosed in the 2024 Annual Report and 2024 Sustainability Report, scheduled for release in June 2026. 2. The Group has completed a total of 12 ISO 14067 product carbon footprint inventories and external verifications to understand product life cycles and identify product optimization solutions. (4 in 2023, 5 in 2024, 3 in 2025; items will be progressively increased.)
9. Greenhouse gas inventory and assurance	In addition, please complete 1-1 Greenhouse Gas Inventory and Assurance, 1-2 Greenhouse Gas Reduction Goals, Strategies and Concrete Action Plan.

1-1 Greenhouse gas inventory and assurance								
Basic information of the Company Companies with capital of less than NT$5 billion				According to the provision of the sustainable development roadmap for TWSE/TPEx listed companies, the Company shall disclose Inventory of the parent company's consolidated financial statements Inventory of the subsidiaries Assurance of the parent company's consolidated financial statements Assurance of the subsidiaries				
Item / Year	2023		2024		2025 (Note 2)			
	Total emissions	Emission intensity (Note 1) (tCO2e/M NT$)	Total emissions	Emission intensity (Note 1) (tCO2e/M NT$)	Total emissions (Self-reported Data)	Emission intensity (Note 1) (tCO2e/M NT$)	Verification Institution	Assurance Status Description
Scope 1							BSI The British Standards Institution Taiwan Branch	2024 Greenhouse Gas Inventory: On July 31, 2025, BSI The British Standards Institution Taiwan Branch adopted the ISAE3410/ISO 14064-3 standard and assured Category 1 and 2 with reasonable guarantees; Category 3 with limited guarantee. The Greenhouse Gas Verification Statement ISO-14064-1 issued (please refer to Attachment 1 for details)
Parent company	133.5995	0.0182	179.3792	0.0204	182.6009	0.0186		
Subsidiary	689.8643	0.0941	802.3059	0.0912	643.5609	0.0655		
Total	823.4638	0.1123	981.6851	0.1116	826.1618	0.0841		
Scope 2								
Parent company	3,752.8263	0.5119	4,105.7804	0.4666	3,604.3139	0.3669		
Subsidiary	15,328.6270	2.0910	14,499.0141	1.6475	9,788.5073	0.9964		
Total	19,081.4533	2.6029	18,604.7945	2.1141	13,392.8212	1.3633		
Scope 3								
Parent company	14,815.4096	2.0210	17,000.6447	1.9318	16,730.4018	1.7031		
Subsidiary	33,039.8009	4.5070	42,619.2853	4.8430	55,528.6934	5.6528		
Total	47,855.2105	6.5280	59,619.9300	6.7748	72,259.0952	7.3559		
Total	**67,760.1276**	**9.2432**	**79,206.4096**	**9.0005**	86,478.0782	8.8033		

Note: 1. The intensity of greenhouse gas emissions is calculated as tCO2e per total emissions/consolidated revenue (unit: NT$ million).

2. The data for 2023 and 2024 is for the entire group, which has been verified by an external third-party verification agency; the data for 2025 is self-closing, and the number may change after third-party assurance.

1-2 GHG Reduction Targets, Strategies and Specific Action Plans

1. Greenhouse Gas Emission Reduction base year: 2024. The data of the inventory in 2026 covers the 2025 whole year inventory of the whole Group covering all subsidiaries.

2. Date of the base year: For the 2024 data of tCO2e/year, please refer to the table above for the total emissions.

3. Reduction Goal: The short-term goal of Hu Lane Group's is to reduce greenhouse gas intensity by 10%.

4. Strategies and Action Plans:

Strategic Focus	2025	2026	2027 - 2029	2030
ESG strategy and value implementation (carbon neutrality)	• Group carbon intensity YoY -10% • Continued advancement of carbon footprint inventory • Introduction of smart energy storage management systems • Improvement of energy consumption in production processes • Group wastewater discharge rate reduced by 20% • Completion of carbon credit trading application certification / carbon credit certificate reserves • Progressive implementation of ISO 50001 Energy Management System across all Group facilities • Implementation of environmental and ecological stewardship	• Group carbon intensity YoY -10% • Continued advancement of carbon footprint inventory • Establishment of internal Group carbon pricing • Progressive introduction of green factory certification across all Group facilities • Group green electricity usage increased to 25% • Implementation of environmental and ecological stewardship (SDG 14 or 15, choose one)	• Group carbon density YoY -10%, progressively reduced to 9% annually • Continued advancement of carbon footprint inventory • Promotion of internal Group carbon pricing • Progressive introduction of green factory certification across all Group facilities • Group green electricity usage increased from 30%, progressively raised to 45% • Implementation of environmental and ecological stewardship (SDG 14 or 15, choose one)	• Group carbon density YoY -8% • Continued advancement of carbon footprint inventory • Group green electricity usage increased to 50% • Implementation of environmental and ecological stewardship (SDG 14 or 15, choose one)

5. Achievement of reduction goal:

To continue aligning with international carbon reduction trends: in 2024, combined Scope 1 and Scope 2 emissions totaled 19,586.4796 metric tons CO_2e, with an emission intensity of 2.2257; in 2025, combined Scope 1 and Scope 2 emissions totaled 14,218.9204 metric tons CO_2e, with an emission intensity of 1.4474. Comparing the two years, both total emissions and emission intensity showed a declining trend.

Overall, through energy efficiency improvements, equipment optimization, and process management measures, the Company has continued to reduce greenhouse gas emissions and carbon emission intensity, and will continue to advance carbon reduction actions to achieve its medium- and long-term carbon reduction targets. Note that 2025 figures are preliminary self-calculated data currently undergoing external verification; final figures are subject to verification results.

Attachment 1. ISO-14064-1 Greenhouse Gas Verification and Declaration

bsi.

Opinion Statement

By Royal Charter

Greenhouse Gas Emissions

Verification Opinion Statement

This is to verify that: Hu Lane Associate Inc.
No. 1, Ln. 342, Fude 1st Rd.
Xizhi Dist.
New Taipei City
221010
Taiwan

胡連精密股份有限公司
臺灣
新北市
汐止區
福德一路 342 巷 1 號
221010

Holds Statement No: GHGEV 797754

Verification opinion statement

As a result of carrying out verification and validation procedures in accordance with ISO 14064-3:2019, it is the statement for mixed engagement including reasonable assurance for verification activity as well as validation and agreed-upon procedures (AUP) contains the following:

- The Greenhouse Gas Emissions with Hu Lane Associate Inc. for the period from 2024-01-01 to 2024-12-31 was verified and validated.
- The verified organization-level greenhouse gas emissions include direct greenhouse gas emissions 808.3974 tonnes of CO_2 equivalent and indirect greenhouse gas emissions from imported energy 18,603.8053 tonnes of CO_2 equivalent.
- Hu Lane Associate Inc. has defined and explained its own process and pre-determined criteria for significance of indirect Greenhouse Gas Emissions and quantify and report these identified significant emissions accordingly.

For and on behalf of BSI:

Managing Director BSI Taiwan, Peter Pu

Originally Issue: 2025-07-23 Latest Issue: 2025-07-23

Page: 1 of 4

...making excellence a habit.™

Attachment 2. Risk management of material issues

1. Progress of TCFD project

Risk items		Climate Change Risk Issues	Risk level	Time Scale	Impact and response mechanisms
Physical risks	Policy and Regulatory Risk	Strengthening of reporting obligations for emissions	High	Short	Impact Analysis: Primarily manifested as increases in operating costs and expenses. Response Mechanisms: 1. Establish standardized processes, increase consultancy and advisory costs, and introduce external verification systems. 2. Integrate management tools with governance frameworks. 3. Take substantive reduction actions to reduce reporting pressure.
	Technology	Substitution of Existing Products and Services with Low-Carbon Alternatives	High	Short	Impact Analysis: 1. Increased capital expenditure and depreciation: To maintain technological leadership, the Company has invested in developing molds for new energy products (170 mold sets in total), increasing short-term depreciation expenses. 2. Product versatility preserves asset value: As connector products are cross-platform compatible and can simultaneously serve both conventional internal combustion engine vehicles and new energy vehicles, there is no significant risk of early asset retirement or asset impairment. 3. Management and verification costs: In response to intensive ESG inquiries from customers, additional personnel and third-party verification costs must be incurred to maintain supply chain qualification. Response mechanism: 1. Intensive investment in technology transition: Planned development of over 300 dedicated mold sets for new energy products during the critical transition period of 2026–2027, ensuring the product line responds to market demands in a timely manner. 2. Automation to enhance quality consistency: Investment in high-frequency, high-speed automated assembly machines to overcome the instability of manual processing through machine automation, ensuring high-specification product quality. 3. Continued response to customer ESG inquiries.
	Market	Changes in the customer behavior	High	Short	Impact Analysis: 1. Changes in consumer preferences leading to decreased product demand. 2. Changes in input costs (e.g., energy, water) and output requirements (e.g., waste disposal) leading to higher production costs. 3. Energy cost changes: increases in electricity, water, and other utility prices. 4. Changes in revenue mix and sources. 5. Asset repricing: declining demand for traditional high-carbon products reduces future profit expectations; as the future cash flows an asset can generate decrease, accounting standards require asset repricing, leading to a reduction in net asset value on the balance sheet. Response mechanism: 1. Increase mold development for high-frequency, high-voltage, and other new energy products to meet market demand and improve revenue and gross margin. 2. Introduce energy-saving equipment, replace aging production machinery, and deploy renewable energy infrastructure (installation of solar power facilities).

Risk items		Climate Change Risk Issues	Risk level	Time Scale	Impact and response mechanisms
					3. Establish waste reduction targets to address changes in output requirements such as waste disposal, in order to avoid unplanned expenditures.
	Market	Rising cost of raw materials	High	Short	Impact Analysis: In the future, carbon tariffs or the pass-through of carbon fees may cause input costs (such as utilities) to rise, thereby increasing the Company's operating costs. Response mechanism: 1. Process equipment replacement: Gradually replace traditional high-energy-consumption process equipment with high-efficiency, low-energy-consumption alternatives. 2. Energy Management System (EMS): Under ISO 50001, continue to advance real-time electricity monitoring at the Vietnam and Indonesia facilities (ISO 50001 has not yet been introduced in Indonesia), identify abnormally high-energy-consuming equipment and production lines through monitoring, optimize contracted capacity allocation, and avoid exceeding peak contracted capacity limits. 3. Increase Group-wide green electricity usage: (1) Each facility increases its green electricity purchases. (2) Each facility installs solar panels on facility rooftops and deploys energy storage systems to increase self-generated renewable electricity, offsetting electricity procurement costs. (3) Group green electricity usage targets: 2026 (target: 25%) to 2030 (target: 50%).
	Immediate	Increased severity of extreme weather events such as typhoons and floods	High	Short	Impact Analysis: 1. Production capacity decline or interruption (e.g., production stoppages, transportation difficulties, supply chain disruptions). 2. Impact on workforce management and planning (e.g., employee health and safety, absenteeism). 3. Write-offs and early retirement of existing assets (e.g., property and asset damage in "high-risk" areas). Response mechanism: 1. Reduce the risk of production capacity decline or interruption: Conduct routine inventory checks to ensure adequate safety stock levels. 2. Reduce the risk of labor shortages: Provide cross-functional training and encourage inter-unit staff support; progressively increase the proportion of locally hired employees at each facility. 3. Reduce the risk of facility and equipment damage from typhoons and floods, for example: facility structures are built above road level, flood barriers are installed, suspended items are inspected and secured, and protective reinforcements are applied. 4. Reduce the risk of employee injury from typhoons and floods: Employees are strictly prohibited from going outdoors during disasters to reduce the risk of injury from falling objects; non-residential employees are uniformly notified of leave to prevent injuries during the commute. Response measure for off-site employees who are unable to reach the facility due to flooding Follow local

Risk items		Climate Change Risk Issues	Risk level	Time Scale	Impact and response mechanisms
					government announcements as the primary reference; HR notifies employees in real time.
	Long-term	Changes in precipitation patterns and extreme shifts in climate patterns	High	Short	Impact Analysis: 1. Operating costs increased. 2. Increased infrastructure costs. 3. Revenue decline due to reduced output. 4. Rising insurance costs and difficulty obtaining coverage. Response mechanism: 1. Quantify risk exposure: Based on historical meteorological data and regional climate forecasts, assess the flood frequency and depth at each facility's location, and conduct at least one natural disaster drill per year tailored to the specific risks faced by each facility. 2. Build climate-resilient infrastructure: Verify flood and waterproofing measures at each facility, including raising facility foundations, installing waterproof gates, and strengthening drainage systems. 3. Business continuity planning and supply chain diversification: Develop extreme weather emergency response plans, including production stoppage contingency plans, remote work mechanisms, and emergency supply chain switching protocols. 4. Review insurance coverage to transfer risk variables impacting the Company's operating activities. 5. Participate in government disaster prevention programs.

Opportunity items		Climate Change Risk Issues	Risk level	Time Scale	Opportunities and Response Mechanisms
Opportunity	Energy source	Use of Low-Carbon Energy	High	Short	Opportunity Analysis: Reduction in operating costs — as carbon fees/taxes increase, low-carbon energy sources can substantially reduce environmental compliance costs. Response mechanism: 1. Strengthen local procurement in the supply chain to reduce climate-related transportation risks and energy consumption. 2. Increase renewable energy use at all operating sites: all facilities have solar power generation and have planned green electricity purchases to reduce carbon emissions, with the target of raising Group-wide green electricity usage to 25% by 2026. 3. Supply chain collaboration: Initiatives have already been implemented to encourage upstream supply chain partners to invest in reducing energy consumption and carbon emissions.
	Energy source	Use of new technologies	Medium	Medium	Opportunity Analysis: 1. Patent product revenue performance: From 2023 to 2025, patent products contributed a cumulative revenue of NT$134,601,815, with a steady year-on-year growth trend. 2. Significant labor cost optimization: After introducing fully automated processing equipment, the labor cost per wire harness line was reduced from RMB 1.79 to RMB 0.092, a reduction of as much as 95%. 3. Improved resource efficiency: Through mold technology optimization (such as increasing the number of cavities and shortening cycle times), production costs were reduced and output was increased. 4. Reduced material recovery costs: An in-house plastic waste recycling program can reduce raw material procurement costs for virgin-material products by approximately 10% to 15%, increasing profitability. Response mechanism: 1. Mold efficiency and digital management: Continue to improve the development of multi-cavity molds (target: 10.19 cavities or more) and shorten cycle times (target: 21.5 seconds or less) to reduce unit energy consumption costs. 2. Circular economy practices: Expand the scope of runner and sprue material recycling, progressively increase waste recycling programs year by year, and reduce reliance on high-carbon virgin materials. 3. Patent value management: Implement a patent classification system with the target of achieving 30 patents by 2026 (including 3 Class A patents), ensuring a position of technological leadership and order acquisition capability.
	Market	Entering New Markets	Medium	Medium	Opportunity Analysis: 1. Market preferences and product transformation: Risk of product portfolio obsolescence — the global automotive market is undergoing a shift from internal combustion engine (ICE) vehicles to electric vehicles (EVs).

Opportunity items		Climate Change Risk Issues	Risk level	Time Scale	Opportunities and Response Mechanisms
					2. Low-carbon transition R&D: By developing energy transition-related technologies, the Company can enter new markets, further expand its product sales footprint, and increase overall market share. 3. Resilience of the global supply chain: Establish localized low-carbon supply chains. Response mechanism: 1. Green electricity procurement strategy: Hedge against future carbon tax costs, lock in long-term operational energy costs, and avoid exposure to energy price volatility. 2. Establish a supply chain review mechanism: Build a supply chain risk map with early warning and alternative sourcing plans in place before extreme weather events occur, ensuring operational continuity. 3. New products: In response to the shift toward intelligent systems and electric vehicles, develop automotive PCB products, build automotive electronics SMT production lines, and expand capacity according to market demand to generate revenue. 4. New market investment and M&A: Reduce dependence on existing markets and develop new sources of market revenue.

2. Other Operational Risks

Scope of risks	Risk Source	Internal/ External	Stakeholders	Scope of Impact	Probability (1-5)	Severity (1-5)	Risk value	Response mechanism
Geopolitical and trade risks	International trade wars, tariff adjustments, political tensions	External	Government/ authority; customers; investors; suppliers.	Increased tax costs, logistics disruption, need to reallocate production capacity	4	5	20	Promote localized production. International market revenue already accounts for 20% of total revenue; the combined sales share of Taipei/Vietnam/Indonesia has been increased to 39%.
Market and raw materials	Inflation, exchange rate volatility, supply disruptions due to conflicts	External	Customer; supplier.	Rising costs compress margins; inventory buildup or shortages	5	4	20	Increase local sourcing ratio, lock in copper prices through contracts, increase use of recycled materials.
Information security	Hacker/ransomware attacks, internal management negligence	Internal/External	Customer, investor, supplier, employee.	System outages, data breaches, reputational damage, supply chain shutdowns	3	5	15	Continuously build information security systems: the Dongguan facility is already online; the Taipei facility's social engineering protection system and vulnerability scanning system are scheduled to go live in December 2025.
Human Resources	Inadequate training systems, opaque promotion processes, unclear responsibilities	Internal	Employees	Low work efficiency, talent attrition, increased internal communication costs	4	3	12	Foster a learning culture with an annual training achievement rate of 100%. Promote deputy head training for department managers, management book clubs, and English proficiency improvement programs
Operational resilience (power)	Unstable power supply due to climate change, low-carbon transition	External	Customer; supplier.	Production interruptions, damage to precision equipment, decline in operational efficiency	4	4	16	Establish energy storage and power-saving equipment. Group green electricity accounts for 13% of total electricity consumption; full Group deployment is scheduled for completion in 2026.

(VII) Ethical corporate management practices and deviations from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the reasons

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
I. Formulate ethical management policies and plans (I) Has the Company formulated an ethical management policy approved by the Board of Directors and expressly stated this in its regulations and external documents as the policy and method of ethical management, and the commitment of the board of directors and senior management to actively implement the business policy?	V		(I) Integrity is one of the six core functions of the Company. The Company has established the "Ethical Corporate Management Procedure and Code of Conduct" and the "Ethical Code of Conduct for Employees" to regulate the corporate integrity policy, and conducts regular promotion and dissemination to ensure that employees, directors, and senior management are aware of and follow them.	None
(II) Has the Company established an assessment mechanism for the risk of unethical conducts, regularly analyzing and evaluating business activities with higher risks of unethical conduct within the business scope, and formulated plans to prevent unethical conduct in accordance with the Article 7 Paragraph 2 of the "Guidelines"?	V		(II) The Company has established the "Procedures for Ethical Management and Code of Conduct" and the "Employee Code of Ethics". New recruits shall learn the Company's corporate profile for training and promotion to raise ethical standards of conduct for employees. The Company's established prevention program covers the following conduct:	None

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			I. Bribery and acceptance of bribes. II. Providing illegal political contributions. III. Improper charitable donations or sponsorships. IV. Providing or accepting unreasonable gifts, services, entertainment, or other improper benefits. V. Infringement of trade secrets, trademarks, patents, copyrights, and other intellectual property rights. VI. Engaging in unfair competition. VII. Direct or indirect harm to the rights, health, and safety of consumers or other stakeholders during the research, procurement, manufacturing, provision, or sale of products and services.	
(III) Does the company have the operating procedures, behavioral guidelines, disciplinary measures, and complaint system clearly defined in the plan to prevent unethical conduct, and are they implemented, and is the pre-disclosure plan regularly reviewed and amended?	V		(III) The Company has established an effective accounting system, internal control system, and internal material information processing and disclosure mechanism for business activities with a higher risk of unethical behavior, to prevent unethical behavior, and reviews them from time to	None

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			time to ensure the continuity of the design and implementation. The “Procedures for Ethical Management and Guidelines for Conduct” and the “Ethical Code of Conduct for Employees” have also established relevant preventive measures for business activities with a higher risk of unethical behavior. Any employee or external party may freely choose to report illegal, unethical, or dishonest conduct through the following channels — either via the Company’s website or the telephone reporting hotline located at the Internal Audit Department: Internal Audit Department: Handles reports from the Company’s customers, suppliers, contractors, and other external parties. Human Resources Department: Handles reports from internal employees. No unlawful reports were received by any unit in 2025. All relevant regulations have been implemented and enforced, and education	

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			and training sessions are held on an ongoing basis for awareness promotion.	
II. Fulfilling Business Integrity (I) Does the Company evaluate the ethical records of its counterparties and specify the ethical conduct clauses in the contracts signed with the counterparties?	V		(I) When the Company establishes business relationships with others, it will understand the legality of the counterparty, general business status, transaction records, and ethical corporate management policy of the counterparty, and avoid doing business with those with abnormal operations or non-performing transaction records. Based on the principle of honesty and trust, the rights and obligations of both parties are clearly defined when the contract is concluded.	None
(II) Has the company set up a dedicated unit under the board of directors to promote corporate ethical management, and regularly (at least once a year) reports to the board of directors on its ethical management policies, plans to prevent unethical practices, and supervision and implementation?	V		(II) The Company's human resources unit has defined the "Ethical Corporate Management Procedures and Code of Conduct" to disseminate the code of conduct on a regular basis. Employees are encouraged to report any suspected or found violation of laws, regulations, or ethical code of conduct to the management.	None

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			All personnel are obligated to report to management. Corporate governance matters are reported to the Board of Directors on a regular basis (at least once per year). At the Board meeting on March 10, 2026: no incidents of dishonest conduct occurred in 2025.	
(III) Has the Company formulated and implemented policies to prevent conflicts of interest?	V		(III) The Company's "Ethical Corporate Management Procedures and Code of Conduct" and "Employee's Code of Ethical Conduct" specify the conflict of interest prevention policy. Employees shall not engage in any business, investment, or related activities that may constitute a conflict of interest between themselves and the Company, and shall conduct their business in an objective and efficient manner. Employees are also encouraged to report any conduct that is suspected to have violated laws, regulations, or the Code of Ethics to the management. The Company will provide whistleblowers with comprehensive protection measures to ensure the quality of the investigation and	None

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			to prevent the whistleblowers from suffering unfair retaliation or treatment.	
(IV) Has the Company established an effective accounting system and internal control system for the implementation of honest management, and has the internal audit unit prepared an audit plan based on the assessment results of the risk of dishonest acts, and checked the compliance of the dishonest act prevention plan accordingly, or appointed an accountant to perform an audit?	V		(IV) The Company's management has established an effective accounting system and the accuracy and completeness of the internal control system. The internal auditors also conduct regular audits according to the annual audit plan, and prepare audit reports for reporting to the board of directors.	None
(V) Does the Company organize internal and external education and training on ethical management on a regular basis?	V		(V) The new employees while onboard are educated with "The Procedures and Code of Conduct for Ethical Management" and "Ethical Code of Conduct for Employees" to raise employees' standards of honesty and ethical conduct, and always pay attention to the development of relevant norms of integrity management at home and abroad, encourage directors, managers, and employees to make suggestions, and review and improve the integrity management code formulated by the	None

<table>
<tr><th rowspan="2">Assessment items</th><th colspan="3">Operation status</th><th rowspan="2">Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>company to enhance the effectiveness of the company’s integrity management.
<table>
<tr><th>Integrity Training Topic</th><th>Number of Participants</th><th>Total Training Hours</th><th>Average Training Hours per Person</th></tr>
<tr><td>HL-1037 Integrity Management Operating Procedures and Code of Conduct</td><td>4,088 person-times</td><td>4047 hours</td><td>0.99 hours</td></tr>
</table></td><td></td></tr>
<tr><td>III. Operation of the Company’s Whistleblowing System
(I) Does the company have a specific reporting and reward system, and has it established a channel to facilitate reporting and assigned appropriate staff to receive reports on the subject?</td><td>V</td><td></td><td>(I) The Company has established the “Integrity Management Operating Procedures and Code of Conduct” and has set up diverse and accessible reporting channels for internal and external personnel to report violations of integrity</td><td>None</td></tr>
</table>

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			management, ethical standards, or potential misconduct. These channels have been announced on the Company's official website and intranet, including an independent reporting mailbox, a reporting hotline, and an independent directors' reporting mailbox. Reports are submitted under real-name registration to facilitate follow-up investigation. The Group's Human Resources Department serves as the dedicated unit responsible for planning the reporting system, registering and filing cases, and conducting follow-up tracking. The head of the Internal Audit Office serves as the intake contact for cases and, depending on the nature of each case, conducts verification in conjunction with relevant units or supervisors to ensure that reported matters are received and handled by appropriate dedicated personnel.	
(II) Has the Company established any standard procedures for handling reported misconduct, any follow-up measures to be	V		(II) The Company has established standard operating procedures for handling reported matters. The process is as follows:	None

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
taken upon completion of an investigation, and any confidentiality measures?			1. Intake and Investigation Procedures: After the head of the Internal Audit Office receives and records a complaint, the dedicated unit, together with relevant supervisors or personnel, investigates and verifies the facts. Where necessary, the legal compliance department or other relevant departments provide assistance. 2. Investigative Impartiality and Record Retention: Investigations are conducted with fairness and objectivity. All investigation processes and outcomes are retained in written or electronic records for at least five years; where litigation is involved, relevant materials are retained until the conclusion of the litigation. 3. Follow-up Disposition and Corrective Measures: Where a violation is confirmed upon investigation, the Company will immediately require the cessation of the violating conduct and impose appropriate disciplinary action commensurate with the severity of the offense (e.g., dismissal or termination in accordance with personnel	

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
			regulations). Where necessary, legal proceedings will be initiated to seek damages. 4. Remediation and Prevention Mechanisms: For confirmed cases, the relevant units must review internal control systems and operating procedures, propose corrective measures, and have the dedicated unit track the implementation of improvements to prevent recurrence. 5. Response Mechanism: Upon completion of the investigation, the dedicated unit will formally communicate the investigation conclusions and corrective measures to the reporting party. 6. Confidentiality Mechanism: Personnel involved in handling reported cases must sign a confidentiality declaration and are responsible for maintaining the confidentiality of the reporting party's identity and the content of the report, thereby ensuring the independence and credibility of the reporting system.	

Assessment items	Operation status			Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary description	
(III) Has the Company taken measures to protect whistleblowers from undue treatment for whistleblowing?	V		(III) To ensure the effective operation of the reporting system, the Company has established whistleblower protection and anti-retaliation measures, including: 1. The identity of the reporting party and the content of the report are handled under a confidentiality mechanism to prevent information leakage. 2. Any improper treatment of or retaliation against a reporting party on account of their report is strictly prohibited. 3. If a reporting party suffers adverse treatment as a result of their report, the dedicated unit will immediately intervene and take necessary protective measures.	None
IV. Enhanced information disclosure (I) Does the company disclose the contents of the Ethical Corporate Management Best Practice Principles and the promotion effect on its website and Market Observation Post System?	V		(I) The Company discloses integrity management-related regulations and awareness information on its website for employees to access at any time.(URL: https://www.hulane.com.tw/corporate-governance)	None

<table>
<tr><th rowspan="2">Assessment items</th><th colspan="3">Operation status</th><th rowspan="2">Deviation and causes of deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td colspan="5">V. If the Company has established its own Ethical Corporate Management Best Practice Principles in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”, please describe the current practices and any deviations from the principles:
No such difference.</td></tr>
<tr><td colspan="5">VI. Other important information that is helpful in understanding the company’s ethical management:
The effectiveness of the Company’s ethical corporate management
(1) The Company has established the “Integrity Management Operating Procedures and Code of Conduct,” which sets out the matters that Company personnel must observe when carrying out their duties.
(2) Firmly implement corporate governance regulations, establish legal compliance, internal control and audit systems, risk management mechanisms, strengthen the functions of the board of directors, exert the independence of the Audit Committee, respect the rights and interests of stakeholders, and enhance information transparency.
(3) Matters concerning major operational policies, investments, acquisition and disposal of assets, endorsements and guarantees, loaning of funds, and bank financing are all evaluated and analyzed by the relevant responsible departments and resolved by the board of directors.
(4) For major cases or cases of concern, we consult relevant legal consultants for confirmation according to the nature of professionalism.
(5) The accounting department reviews transaction accounts in accordance with accounting principles, and consults CPAs for confirmation on major or doubtful cases.
(6) The Audit Office conducts audits on various departments on a regular and intermittent basis to implement supervision mechanisms and control various risk management.
(7) Fair and transparent day-to-day business activities, conduct business with integrity, explain the company’s determination, policies, preventive plans, and consequences of violations of integrity to counterparties engaged in business activities.</td></tr>
</table>

(VIII) Other information material to the understanding of corporate governance

1. If the Company has established Corporate Governance Best Practice Principles and related regulations, the methods of accessing them shall be disclosed:

   The Company has established (amended) the "Corporate Governance Best-Practice Principles", "Sustainable Development Best-Practice Principles", "Ethical Corporate Management Procedure and Code of Conduct", "Organizational Rules Governing the Remuneration Committee", and "Rules of Procedure for Board of Directors Meetings" to implement corporate governance. Please refer to the Company's website (https://www.hulane.com.tw/corporate-governance) for the content of the above-mentioned regulations.

2. Disclose the status of the Company's finance and accounting personnel's obtaining relevant domestic and foreign certifications:

   (1) Domestic license: 1 securities analysis, 1 sustainable information planning, 1 sustainable development carbon footprint management, and 1 corporate internal control.

   (2) Other certifications: 1 CIA, 1 CFA, and 1 PMP.

3. Managers' participation in corporate governance-related education and training in 2025:

Job title/name	Date	Organizer	Course title	Duration of advanced study
President Hu Sheng-Ching	2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3.0
Executive Vice President Chang Ping-Chun	2025/08/07	Chinese Independent Directors Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3.0
	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Pan Su-Chiu Pan Su-Chiu	2025/04/11	Taiwan Institute of Directors	[Corporate Governance Upgrade: Building a New Era of Talent Competitiveness] Corporate Governance Officer Professional Development Course	3.0
	2025/04/17	Taiwan Institute of Directors	[The Impact of Climate Change on Financial Reporting] Corporate Governance Officer Certification Training Course	3.0
	2025/06/18	Chinese Corporate Governance Association	Reaching New Heights in Corporate Governance: Building an Integrity-Based Enterprise	3.0

Job title/name	Date	Organizer	Course title	Duration of advanced study
	2025/08/07	Taiwan Independent Director Association	Carbon Pricing Mechanisms and the Latest IFRS International Sustainability Standards (S1 & S2) Introduction	3.0
	2025/08/13	Business Council for Sustainable Development	Green and Transition Finance: Policies, Practices, and the Future of Green Securities	2.0
	2025/08/22	Chinese National Association of Industry and Commerce, Taiwan	2025 Taishin Shin Kong Net Zero Summit Forum	3.0
	2025/10/16	Financial Supervisory Commission	15th Taipei Corporate Governance Forum	6.0
Vice President Li Ying-Te	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Vice President Fang Kai-Ping	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Vice President Chen Kei-Chou	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Vice President Chao Ching-Shan	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Vice President Lin Ming-Miao	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Director Yu Ching-Fu	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36

Job title/name	Date	Organizer	Course title	Duration of advanced study
Vice Chief Engineer Wang Chih-Hsin	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Assistant Manager Song Dazhi	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Assistant Manager Bai Ming	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Assistant Manager Chu Hsueh-Ren	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36
Assistant Manager Chang Shih-Wei	2025/08/01	Self-organized by the Company	General consensus - on-the-job training (sustainable/ethical/occupational)	1.36

4. Establishment of the "Material Inside Information Handling and Insider Trading Prevention Management Operating Procedures":

   In order to establish a good mechanism for the Company's handling and disclosure of material inside information, and to strengthen the prevention of insider trading, the Company's Board of Directors resolved on December 29, 2009 to establish the "Management Operating Procedures for the Handling of Material Inside Information and Prevention of Insider Trading". The Company shall announce and issue the same in accordance with the Company's Internal Document Management Regulations.

5. Appointment and dismissal, evaluation, salary, and remuneration of internal auditors

   The Company has established the Regulations Governing the Appointment and Removal of Internal Audit Personnel. The appointment and dismissal of internal auditors and their compensation shall be reported to the board of directors of the Company. The internal audit personnel evaluation is conducted once a year, and the audit supervisor signs off to the Chairman of the Company. The appointment and dismissal regulations have been disclosed in the section of the internal regulations webpage of the Company.

(IX) Implementation of internal control policies

1. Internal Control Statement:

Hu Lane Associate Inc.

Declaration of Internal Control System

Date: March 10, 2026

Based on the results of self-examination on the Company's internal control system in 2025, we declare as follows:：

I. The Company is clearly aware that the establishment, implementation, and maintenance of an internal control system are the responsibility of the Company's Board of Directors and managers, and the Company has established such a system. The purpose is to provide reasonable assurance for the achievement of operational effectiveness and efficiency (including profitability, performance, and protection of asset security), the reliability of financial reports, and compliance with relevant laws and regulations.

II. Some limitations are inherent in all internal control systems. No matter how perfect the design is, an effective internal control system can only provide a reasonable assurance regarding the achievement of the above three intended objectives; moreover, due to changes in the environment and circumstances, the effectiveness of the internal control system may change accordingly. However, the Company's internal control system is equipped with a self-monitoring mechanism. Once a defect is identified, the Company will take action to rectify it.

III. The Company judges whether the design and implementation of the internal control system is effective based on the criteria for judging the effectiveness of the internal control system set out in the Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations"). According to the management control process, the criteria for internal controls adopted in the "Regulations" divide the internal control system into five elements: 1. Control environment, 2. Risk assessment, 3. Control operations, 4. Information and communication, 5. Supervision. Each constituent element includes several items. For said items, please refer to the Regulations.

IV. The Company has adopted the above judgment items to check the effectiveness of the design and implementation of the internal control system.

V. Based on the inspection results referred to above, the Company believes that as of December 31, 2025, the Company's internal control system (including the supervision and management of subsidiaries), including the design and implementation of the internal control system relating to the knowledge of the effectiveness and efficiency of operations, the reliability of financial reporting and the compliance with relevant laws and regulations, was effective and could reasonably ensure the achievement of the above objectives.

VI. This statement will form the main content of the Company's annual report and prospectus and will be made public. If the disclosed content above is false or there is material information concealed deliberately or otherwise, the Company will be legally liable pursuant to Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

VII. This Declaration was approved at the meeting of the Company's Board of Directors on March 10, 2026. Of the 9 directors present, 0 held an opposing view and the rest agreed to the contents of this statement and hereby declare.

Hu Lane Associate Inc.
Chairman: Chang Tzu-Hsiung
President: Hu Sheng-Ching

2. If the internal control system is reviewed by a CPA on an ad hoc basis, the review report shall be disclosed: None.

(X) Major resolutions reached in shareholders' meetings and board of directors meetings in the most recent year, up until the publication date of this annual report:

1. Major resolutions of shareholders' meetings and their implementation

(1) Important resolutions

Date	Sessions of regular and extraordinary sessions	Important resolutions
2025.06.26	2025 General Shareholders' Meeting	Matters to be Reported I. The Company's 2024 business report. II. Audit Committee's review of the 2024 financial statements. III. Report on the distribution of remuneration to employees and directors in 2024. IV. Report on the payment of remuneration to directors by the Company. Matters of approval I. The Company's 2024 financial statements. II. Appropriation of the Company's 2024 earnings. Matters for discussion I. Amendment to some provisions of Article 5, Article 20, and Article 24 of the "Articles of Incorporation II. Distribution of cash to shareholders from additional paid-in capital. III. Surplus in 2024 converted into capital to issue new shares by the Company. Election matters: None. Other matters: None.

(2) Implementation

A. All the above proposals have been completed in accordance with the resolutions of the shareholders' meeting.

B. The Company's 2024 earnings appropriation was approved at the annual general shareholders' meeting on June 26, 2025, resolving to distribute a cash dividend of NT$5 per share, a stock dividend of 0.5 shares per share, and an additional cash distribution of NT$1 per share from capital surplus. The distribution was completed on October 9, 2025.

2. Major resolutions of the board of directors

Meeting session (year) / number	Meeting date	Key Reports	Key Resolutions
12th meeting of the 8th term	2025.03.12	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: Important financial and business report. Proposal No. 3: 2024 Internal Audit Report (audit plan execution for November 2024 – January 2025). Proposal No. 4: Other important reports. 1. Report of the meeting minutes of the 6th session of the 2nd Sustainable Development Committee in 2025. 2. Report of the meeting minutes of the 5th session of the 5th Remuneration Committee in 2025. 3. Minutes Report of the 9th meeting of the second Audit Committee in 2025. 4. 2024 Performance	Proposal No. 1: Compensation to employees and directors for 2024; approved as proposed. Proposal No. 2: individual and consolidated financial statements for 2024; approved as proposed; to be processed according to regulations. Proposal No. 3: Issuance of the "2024 Internal Control System Statement"; approved as proposed; to be processed according to regulations. Proposal No. 4: Date, venue, and agenda for the 2025 Annual General Shareholders' Meeting. Approved as presented; handled in accordance with regulations. Proposal No. 5: Period and location for accepting written proposals from shareholders holding 1% or more of shares. Approved as presented; handled in accordance with regulations. Proposal No. 6: Pre-approval of non-assurance services by the auditor. Approved as presented; handled in accordance with the resolution. Proposal No. 7: Amendment to the "Internal Control System" and "Internal Audit System." Approved as presented; issued in accordance with document management procedures. Proposal No. 8: Amendment to certain provisions of the Articles of Incorporation. Approved as presented; handled in accordance with the resolution. Proposal No. 9: Credit facility with First Commercial Bank. Approved as presented; handled in accordance with the resolution. Proposal No. 10: Extension of fund lending from Chang Yi Investment to Hu Lane Electronics (Vietnam). Approved as presented; handled in accordance with the resolution. Proposal No. 11: Conversion of the first domestic unsecured convertible bonds into common shares. Approved as presented; handled in accordance with the resolution. Proposal No. 12: Establishment of the "Sustainability Development Committee Organizational Rules." Approved as presented; issued in accordance with document management procedures.

		Evaluation of the board of directors, Directors, the Audit Committee, and the Remuneration Committee.	Proposal No. 13: The Company's equity investment in Guangyi Electronics Co., Ltd. Approved as presented; handled in accordance with the resolution. Proposal No. 14: Amend the TP-1M001 Seal Usage Management Regulations; approved as proposed; issued in accordance with the document management regulations.
13th meeting of the 8th term	2025.05.08	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: Important financial and business report. Proposal No. 3: 2025 Internal Audit Report (audit plan execution for February–March 2025). Proposal No. 4: Other important reports. 1. Report of the minutes from the 3rd meeting of the 1st Risk Management Committee. 2. Report of the minutes from the 6th meeting of the 5th Remuneration Committee. 3. Report of the minutes from the 10th meeting of the 2nd Audit Committee. 4. 2024 TCFD Climate Risk and Opportunity	Proposal No. 1: 2024 Business Report. Approved as presented; handled in accordance with the resolution. Proposal No. 2: The consolidated financial statements for Q1 2025 were approved as proposed and announced in accordance with regulations. Proposal No. 3: 2024 Earnings Distribution. Approved as presented; handled in accordance with the resolution. Proposal No. 4: Issuance of new shares by capitalization of earnings in 2024; approved as proposed; to be processed in accordance with the resolution. Proposal No. 5: distribution of the Company's capital surplus in cash to shareholders; approved as proposed; to be processed in accordance with the resolution. Proposal No. 6: The Company's proposal to provide a guarantee to ChinaTrust for the financing transactions, foreign exchange, derivative transactions and/or guaranteed debt between Hulane Electronics (Vietnam) Co., Ltd. and ChinaTrust (as defined in the guarantee letter) was approved as proposed; to be processed in accordance with the resolution. Proposal No. 7: Ratification of the Company's acquisition of short-term financial instruments (overseas bond funds). Approved as presented; handled in accordance with the resolution. Proposal No. 8: Ratification of the disposal of short-term investment financial instruments. Approved as presented; handled in accordance with the resolution. Proposal No. 9: The Company's loan of funds to Hulane Electronics (Vietnam) Co., Ltd. through Changyi Investment Co., Ltd. was approved as proposed; to be processed in accordance with the resolution. Proposal No. 10: 2024 Director Remuneration Distribution. Approved as presented; handled in accordance with the resolution. Proposal No. 11: 2024 Manager and Employee Remuneration Distribution. Approved as presented; handled in accordance with the resolution. Proposal No. 12: Setting the record date for the application to convert the first domestic unsecured convertible bonds

		Identification Closing Report. 5. Termination Report on the First Unsecured Convertible Bonds.	into common shares for capital increase. Approved as presented; handled in accordance with the resolution. Proposal No. 13: Ratification of the credit facility with CTBC Commercial Bank. Approved as presented; handled in accordance with the resolution. Proposal No. 14: Extension of the credit facility between the Company and Cathay United Commercial Bank. Approved as presented; handled in accordance with the resolution. Proposal No. 15: Amendment to Articles 5, 20, and 24 of the Articles of Incorporation. Approved as presented; handled in accordance with the resolution. Proposal No. 16: Date, venue, and agenda for the 2025 Annual General Shareholders' Meeting. Approved as presented; publicly announced in accordance with regulations.
14th meeting of the 8th term	2025.06.18	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: 2025 Internal Audit Report (audit plan execution for April 2025). Proposal No. 3: Other important reports. Report of the minutes from the 4th meeting of the 1st Risk Management Committee. Report of the meeting minutes of the 7th session of the 2nd Sustainable Development Committee.	Proposal No. 1: Mid-year report on the Hu Lane Group's 2025 Risk Management Execution Status. Approved as presented; handled in accordance with the resolution. Proposal No. 2: Completion and external reporting of the 2024 ESG sustainability report for the Hulane Group; approved as proposed; announced as required. Proposal No. 3: Purchase of directors' and officers' liability insurance; approved as proposed; to be processed in accordance with the resolution. Proposal No. 4: Amendment to the Company's "HL-2231 Strategic Cooperation Management Procedures and Attachment HL-4777 Strategic Cooperation Evaluation Proposal Application Form." Approved as presented; publicly announced in accordance with regulations. Proposal No. 5: Amend the HL-1041 Sustainability Report Preparation and Assurance Procedures; approved as proposed; announced in accordance with regulations. Proposal No. 6: Amendments to the TP-1M014 Procedures for Handling Material Inside Information and Preventing Insider Trading; approved as proposed; announced as required. Proposal No. 7: Hu Lane Group's ESG Implementation Results Report for the First Half of 2025. Approved as presented; handled in accordance with the resolution.

15th meeting of the 8th term	2025.08.07	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: 2025 Internal Audit Report (audit plan execution for May- June 2025). Proposal No. 3: Important financial and business report. Proposal No. 4: Other important reports. Report of the minutes from the 11th meeting of the 2nd Audit Committee.	Proposal No. 1: Q2 2025 Consolidated Financial Statements. Approved as presented; publicly announced in accordance with regulations. Proposal No. 2: Schedule for the transfer of 2024 earnings to capital, cash dividends to shareholders, and distribution of capital surplus in cash to shareholders; approved as proposed; to be processed according to the resolution. Proposal No. 3: The credit line proposal for the Company's transactions with Taipei Fubon Commercial Bank; approved as proposed; to be processed according to the resolution. Proposal No. 4: Transaction of derivative financial instruments in June 2025; approved as proposed; to be processed according to the resolution. Proposal No. 5: Equity transaction involving the Indonesian subsidiary PT. HULANE TECH MANUFACTURING, held by the Company and its subsidiary Chang Yi Investment Co., Ltd. Approved as presented; handled in accordance with the resolution. Proposal No. 6: The Company's plan to conduct an external evaluation of Board performance. Approved as presented; handled in accordance with the resolution. Proposal No. 7: Amendment to the "Salary Circulation" and "Salary Management Regulations"; approved as proposed; to be handled according to the resolution.
16th meeting of the 8th term	2025.11.11	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: 2025 Internal Audit Report (audit plan execution for July- September 2025). Proposal No. 3: Important financial and business report. Proposal No. 4: Other important reports. Report of the minutes from the	Proposal No. 1: Q3 2025 Consolidated Financial Statements. Approved as presented; publicly announced in accordance with regulations. Proposal No. 2: 2025 TCFD project implementation progress and other operational risk final report; approved as proposed; to be processed according to the resolution. Proposal No. 3: The Company providing a guarantee to Citibank in connection with financing, foreign exchange, derivative transactions, and/or guaranteed obligations between Dongguan Hu Lane Puguang Trading Co., Ltd. and Citibank (as defined in the guarantee letter). Approved as presented; handled in accordance with the resolution. Proposal No. 4: The Company providing a guarantee to Citibank in connection with financing, foreign exchange, derivative transactions, and/or guaranteed obligations between Hu Lane Technology Manufacturing Co., Ltd. and Citibank (as defined in the guarantee letter). Approved as presented; handled in accordance with the resolution.

		5th meeting of the 1st Risk Committee. Report of the minutes from the 12th meeting of the 2nd Audit Committee. 2025 Intellectual Property Management Plan and Implementation Results Report.	Proposal No. 5: Credit facility between the Company and Citi (Taiwan) Commercial Bank. Approved as presented; handled in accordance with the resolution. Proposal No. 6: The guarantee provided by Dongguan Hulane Electronics Technology Co., Ltd. to Fubon Bank (China) (as defined in the guarantee letter) for the financing transactions, foreign exchange, derivative transactions, and/or guaranteed debt between Dongguan Hulane Puguang Trading Co., Ltd. and Fubon Bank (China); approved as proposed; to be handled according to the resolution. Proposal No. 7: Authorization for the Chairman to handle the Company's Nangang asset acquisition and disposal (No. 14, Alley 3, Lane 269, Section 6, Zhongxiao East Road) was approved as proposed and will be processed in accordance with the resolution. Proposal No. 8: Equity transaction involving the Indonesian subsidiary PT. HULANE TECH MANUFACTURING, held by the Company and its subsidiary Chang Yi Investment Co., Ltd. Approved as presented; handled in accordance with the resolution. Proposal No. 9: Engagement of Deloitte & Touche (Italy) to perform a non-assurance services report. Approved as presented; handled in accordance with the resolution. Proposal No. 10: The Company's proposed equity investment in La Punta S.r.l. and T.G.M S.r.l. Approved as presented; handled in accordance with the resolution. Proposal No. 11: 2025 Corporate Value Report. Approved as presented; handled in accordance with the resolution. Proposal No. 12: Amendment to the Public Information Disclosure Handling Guidelines. Approved as presented; handled in accordance with the resolution.
17th meeting of the 8th term	2025.12.24	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: 2025 Internal Audit Report (audit plan execution for October 2025). Proposal No. 3: Important	Proposal No. 1: The Company's 2026 annual operating plan; approved as proposed. Proposal No. 2: The Company's 2026 financial budget; approved as proposed. Proposal No.3: The Company's termination of Hulane Precision Co., Ltd. Hong Kong Branch; approved as proposed. Proposal No. 4: 2026 annual audit plan; approved as proposed. Proposal No. 5: Hu-Lian Group's "Sustainable Innovation, Excellent Security: 2025 Information Security Implementation Report"; approved as proposed.

		financial and business report. Proposal No. 4: Other important reports. Report of the meeting minutes of the 8th session of the 2nd Sustainable Development Committee. Board performance evaluation report issued by the independent third-party Taiwan Board of Directors Performance Advancement Association, commissioned by the Company. Report on the corrective action plan for internal control deficiencies related to the "Endorsement and Guarantee Operating Procedures" for Dongguan under corporate governance.	Proposal No. 6: Hu Lane Group 2025 ESG Implementation Results Report. Approved as presented. Proposal No. 7: Dissolving the Hu-Lian Group's sustainable development project team – 4.1; approved as proposed. Proposal No. 8: Amendment to HL-1041 Sustainability Report Preparation and Verification Operating Procedures. Approved as presented. Proposal No. 9: Amendment to HL-1038 Sustainable Development Code of Practice. Approved as presented.
18th meeting of the 8th term	2026.03.10	Proposal No. 1: Minutes and implementation of the previous Board meeting. Proposal No. 2: Important financial and business report.	Proposal No. 1: The Company's standalone and consolidated financial statements for 2025; approved as proposed. Proposal No. 2: Employee and director remuneration for 2025; approved as proposed. Proposal No. 3: Issuance of the Company's "2025 Internal Control System Statement." Approved as presented.

		Proposal No. 3: 2025 internal audit report. Proposal No. 4: Explanation of the 2025 financial statement audit results Proposal No. 5: 2025 Integrity Management Whistleblowing Report. Proposal No. 6: 2024 Performance Evaluation of the board of directors, Directors, the Audit Committee, and the Remuneration Committee. Proposal No. 7: Other important matters for report	Proposal No. 4: Re-election of the Company's Directors. Approved as presented. Proposal No. 5: Exemption of newly elected directors from non-competition restrictions. Approved as presented. Proposal No. 6: Review of pre-approval for non-assurance services provided by the certified public accountant. Approved as presented. Proposal No. 7: Cancellation of the endorsement and guarantee provided to CTBC Bank in connection with financing, foreign exchange, derivative transactions, and/or guaranteed obligations between Hu Lane Electronics (Vietnam) Co., Ltd. and CTBC Bank. Approved as presented. Proposal No. 8: The Company provides a guarantee to CTBC Bank for the financing transactions, foreign exchange, derivative transactions, and/or guaranteed debt between PT. HULANE TECH MANUFACTURING and CTBC Bank (as defined in the guarantee letter); approved as proposed. Proposal No. 9: The capital reduction of Changyi Investment Co., Ltd., a 100% owned subsidiary of the Company; approved as proposed. Proposal No. 10: The Company's credit line with First Commercial Bank is NT$ 200 million; approved as proposed. Proposal No. 11: Amendment to the Company's "Procedures for Acquisition or Disposal of Assets." Approved as presented. Proposal No. 12: Amendment to HL-1036 Employee Code of Ethics and HL-4679 Integrity Commitment Letter document/form. Approved as presented. Proposal No. 13: Amendment to HL-1037 Integrity Management Operating Procedures and Code of Conduct document. Approved as presented. Proposal No. 14: Formulation of the Hu Lane Group "2026 Hu Lane Group Risk Source Inventory Plan." Approved as presented. Proposal No. 15: Hu Lane Group 2026 ESG Annual Plan Proposal Report. Approved as presented. Proposal No. 16: Establishment of the Company's "Human Rights Policy and Management Program." Approved as presented. Proposal No. 17: The Company's certified public accountant independence assessment report. Approved as presented.

			Proposal No. 18: Submission of amendments to internal control cycle document 1E001 — Computerized Information Systems Processing Cycle. Approved as presented. Proposal No. 19: Date, venue, and agenda for the Company's 2026 Annual General Shareholders' Meeting. Approved as presented. Proposal No. 20: Period and venue for accepting written proposals from shareholders holding more than 1% of the shares and nomination of director candidates; approved as proposed.

(XI) During the most recent year and up to the publication date of the annual report, where a Director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the Board, and the said dissenting opinion with records or written statements, disclose the principal content thereof: None.

IV. Information on CPA fees

Information on the CPA's professional fees

Unit of Amount: NTD Thousand

Name of the Accounting Firm	Name of the CPAs	Audit period	Audit public expenditure	Non-audit public expenditure	Total	Remarks
Deloitte Taiwan	Shih Jun-Hung Cheng Hsu-Yen	2025/01/01~ 2025/12/31	4,673	265	4,938	Public fees on the audit of the 2025 financial statement
PwC Taiwan	Lin Ying-Zhen	2025/01/01~ 2025/12/31	-	4,629	4,629	Public expenditures on transfer pricing (2025)

1. If the accounting firm is changed and the public audit fee paid in the replacement year is reduced compared with the public audit fee of the previous year of replacement, the amount of public audit fee before and after the replacement and the reason should be disclosed: N/A.
2. When the audit fee is reduced by more than 10% from the previous year, the amount, percentage, and reason of the reduction must be disclosed: N/A.
3. Audit fees are mainly for the consolidated financial statement audit report, tax audit report, overseas subsidiary audit and related report data review.
4. The Company's Audit Committee assesses the independence and suitability of the CPAs regularly every year, and requires the CPAs to provide a "Declaration of Independence" and "Independence Report", and reports the results to the board of directors.

   The latest annual assessment was approved by the Audit Committee on March 10, 2026 after discussion and approval of the "Audit Quality Indicators (AQIs)", and the board of directors resolution on March 10, 2026 approved the assessment of the independence and suitability of accountants. Evaluations are conducted based on the independence assessment items and AQI indicators. It has been confirmed that the accountant and the company have no other financial interests and business relationships other than visa and financial and tax case fees, and the accountant's family members have not violated the independence requirements, and with reference to AQI index information, it has been confirmed that the accountant and the firm have better audit experience and training hours than the industry average.
5. The transfer pricing accountant has been changed from Duan Shi-Liang to Lin Ying-Zhen.

Independent Auditors' Independence Report

Independence assessment items	Shih Chun-Hung, CPA		Cheng Hsu-Yen, CPA	
	Yes	No	Yes	No
1. The current appointee or the survey participant engages in regular duties and receives a fixed salary or serves as a director.	☐	☑	☐	☑
2. Has served as a director, manager, or staff with significant influence on the certification case of the client or the subject, and the resignation has been less than two years.	☐	☑	☐	☑
3. Is a spouse, lineal relative, lineal relative by affinity, or collateral blood within the second degree of kinship with the principal or person-in-charge of the person being audited or manager.	☐	☑	☐	☑
4. The investor, spouse, or minor child of the principal has invested in or shared financial benefits with the principal or subject.	☐	☑	☐	☑
5. The principal, himself/herself, spouse, or minor children have borrowed funds from the principal or the survey participant. Except where the principal is a financial institution with regular transactions.	☐	☑	☐	☑
6. The management consulting or other non-certified services may affect the independence.	☐	☑	☐	☑
7. Does not meet the requirements of the competent authority on the rotation of CPAs, the handling of accounting affairs on behalf of others, or other regulations that may affect the independence.	☐	☑	☐	☑
Independence				

V. Information on change of CPA:

1. Regarding the predecessor CPA

<table>
<tr><td>Date of Change</td><td colspan="3">From the first quarter of 2025</td></tr>
<tr><td>Reason for replacement and description</td><td colspan="3">In line with the internal rotation mechanism of the CPA firm.</td></tr>
<tr><td rowspan="3">Describe whether the consignor or CPA terminates the engagement or refuses to be appointed</td><td>Party concerned
Status</td><td>CPA</td><td>Consignor</td></tr>
<tr><td>Terminate the engagement</td><td>Not applicable</td><td>Not applicable</td></tr>
<tr><td>Refuse to be appointed (continue the appointment)</td><td>Not applicable</td><td>Not applicable</td></tr>
<tr><td>Audit opinions other than unqualified opinions issued in the most recent two years and the reason</td><td colspan="3">Not applicable</td></tr>
<tr><td rowspan="6">Whether having any different opinions with the issuer</td><td rowspan="4">Yes</td><td></td><td>Accounting principles or practices</td></tr>
<tr><td></td><td>Disclosure of financial reports</td></tr>
<tr><td></td><td>Scope or step of audits</td></tr>
<tr><td></td><td>Others</td></tr>
<tr><td>None</td><td colspan="2">◎</td></tr>
<tr><td colspan="3">Description</td></tr>
<tr><td>Other disclosures (those to be further disclosed according to items 1-4 to 1-7, subparagraph 6, Article 10 of the Standards)</td><td colspan="3">None.</td></tr>
</table>

2. Succeeding CPAs

Name of CPA's firm	PwC Taiwan
Name of the CPAs	CPA Lin Ying-Zhen
Date of appointment	From the first quarter of 2025
Consultation matters and results for the accounting method of particular transactions and opinions that may be issued for financial reports before the appointment	Not applicable
Written opinion for matters in which the succeeding CPAs have different opinions from the former CPAs	Not applicable

3. Response letter from former CPAs for matters in item 1 and item 2-3, subparagraph 6, Article 10 of the Standards: Not applicable.

VI. Any of the Company's Chairman, President, or any managerial officer in charge of finance or accounting affairs being employed by the accounting firm or any of its affiliated companies in the most recent year: None.

VII. Transfer of equity and changes in equity pledges of Directors, supervisors, managers, and shareholders with a shareholding of 10% and above in the most recent year and up to the date of publication of the annual report:

(I) Changes in shareholdings

The book closure date for the shareholders' meeting was March 28, 2026.

Job title	Name	2025		As of March 28 of the current year	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged	Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged
Chairman	Chang Tzu-Hsiung	20,9246	0	0	0
Director and President	Hu Sheng-Ching	295,984	0	0	0
Director	Chang Ping-Chun	99,228	0	0	0
Director	Hu Shao-Ju	125,011	0	0	0
Director	Liu Chun-Hsiang	208,032	0	0	0
Director	Lin Yuan-Li	0	0	0	0
Independent Director	Chang Shyueh-Chih	0	0	0	0
Independent Director	Lin, Chan-Lieh	518	0	0	0
Independent Director	Tai Chia-Wei	0	0	0	0
CEO	Chang Tzu-Chieh	62,044	0	0	0

Job title	Name	2025		As of March 28 of the current year	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged	Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged
Executive Vice President	Chang Shao-Chien	100,445	0	0	350,000
Vice President	Pan Su-Chiu	1,155	0	0	0
Vice President	Chao Ching-Shan	12,879	0	0	0
Vice President	Fang Kai-Ping	1,654	0	0	0
Vice President	Li Ying-Te	512	0	0	0
Assigned Vice President	Chen Kei-Chou	970	0	0	0
Assigned Vice President	Lin Ming-Miao	105	0	0	0
External Director	Yu Ching-Fu	619	0	0	0
Vice Chief Engineer	Wang Chih-Hsin	824	0	0	0
Assistant Manager	Chang Chung-I	7,685	0	0	0
Assistant Manager	Song Dazhi	0	0	0	0
Assistant Vice President	Chu Hsueh-Ren	0	0	0	0
Assistant Vice President	Chang Shih-Wei	7,691	0	0	0
Assistant Vice President	Bai Ming	0	0	0	0
Audit supervisor	Zhang Chao-wei	0	0	0	0
Chief Financial Officer	Cheng Ya-Ching	2,884	0	0	0
Accounting Officer	Chang Chia-Chi	135,761	0	0	200,000

Note: The Company has no major shareholder with more than a 10% shareholding.

(II) Information on the counterparty of the transfer of equity as a related party: None.

(III) Information on the counterparty of the equity pledge as a related party:

1. Executive Vice President Chang Shao-Qian held 2,109,355 shares as of the share transfer suspension date; cumulative pledged shares as of February 2026 totaled 1,100,000 shares, with an additional 350,000 shares pledged in March 2026.
2. Chief Accounting Officer Chang Chia-Chi held 2,850,994 shares as of the share transfer suspension date; cumulative pledged shares as of February 2026 totaled 880,000 shares, with an additional 200,000 shares pledged in February 2026.

VIII. Information on the top ten shareholders who are related to each other or are related by consanguinity, such as spouses or second degree relatives:

Information on the top ten shareholders and their relationships with each other

The book closure date for the shareholders' meeting was March 28, 2026.

Name	Personal shareholding		Shares held by spouse and minor children		Total shares held in other's name		For the top-10 shareholders who are related, spouse, or relatives within the second degree of kinship, the names and their relationships		Remarks
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Name	Relationship	
Hu Sheng-Ching	6,215,681	5.22%	2,262,683	1.90%	0	0.00%	Li Pao-Hsi Hu Shao-Chi Hu Shao-Ju Hu Shao-Jung	Spouse First-degree relative First-degree relative First-degree relative	None
Liu Chun-Hsiang	4,368,687	3.67%	0	0.00%	0	0.00%	None	None	None
Chang Tzu-Hsiung	4,313,628	3.62%	1,352,541	1.14%	0	0.00%	Xu Xiu-Niang Chang Chia-Chi Chang Ping-Chun Chang Shao-Chien	Spouse First-degree relative First-degree relative First-degree relative	None
Chang Chia-Chi	2,850,994	2.40%	101,501	0.08%	0	0.00%	Chen Yi-Cheng Chen Yi-Xin Chen Yi-Zhen	Spouse First-degree relative First-degree relative	None

Hu Shao-Chi	2,625,243	2.21%	0	0.00%	0	0.00%	Hu Sheng-Ching Li Pao-Hsi Hu Shao-Ju Hu Shao-Jung	First-degree relative First-degree relative Second-degree relatives Second-degree relatives	None
Hu Shao-Ju	2,625,243	2.21%	0	0.00%	0	0.00%	Hu Sheng-Ching Li Pao-Hsi Hu Shao-Chi Hu Shao-Jung	First-degree relative First-degree relative Second-degree relatives Second-degree relatives	None
Hu Shao-Jung	2,625,243	2.21%	0	0.00%	0	0.00%	Hu Sheng-Ching Li Pao-Hsi Hu Shao-Chi Hu Shao-Ju	First-degree relative First-degree relative Second-degree relatives Second-degree relatives	None
Li Pao-Hsi	2,154,937	1.90%	5,919,697	5.22%	0	0.00%	Hu Sheng-Ching Hu Shao-Chi Hu Shao-Ju Hu Shao-Jung	Spouse First-degree relative First-degree relative First-degree relative	None
Chang Shao-Chien	2,109,355	1.77%	330,946	0.28%	0	0.00%	Xiao Ya-Qi Chang Tzu-Hsiung Chang Chia-Chi Chang Ping-Chun	Spouse First-degree relative Second-degree relatives Second-degree relatives	None
Chang Ping-Chun	2,083,795	1.75%	353,008	0.3%	0	0.00%	Xu Yu-Ling	Spouse	None

Note: The shareholding ratio is calculated with the 119,015,736 outstanding shares as of March 28, 2026.

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

As of March 31, 2026 Unit: thousand shares; NTD

Transfer of Investment (Note)	Investment by the Company		Investments by directors, supervisors, managers, and directly or indirectly controlled businesses		Comprehensive investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
EVERVALUE INVESTMENTS LIMITED	15,220 (1 share = 1USD)	100%	0	0%	15,220 (1 share = 1USD)	100%
TELFORD INVESTMENTS LIMITED	0	0%	0	0%	0	0%
Hu Lane Electronics (Vietnam) Co., Ltd.	6,300 (1 share = 1USD)	100%	0	0%	6,300 (1 share = 1USD)	100%
PT. HULANE TECH MANUFACTURING	5,474 (1 share = 14,402 IDR)	84%	0	0%	5,474 (1 share = 14,402 IDR)	84%
Hu Lane Electronics (Nanjing) Co., Ltd.	0	0%	8,500 (1 share = 1USD)	100%	8,500 (1 share = 1USD)	100%
FORTUNE MASTER DEVELOPMENT LIMITED	0	0%	9,400 (1 share = 1USD)	100%	9,400 (1 share = 1USD)	100%
Dongguan Hu Lane Puguang Trading Co., Ltd.	0	0%	1,600 (1 share = 1USD)	100%	1,600 (1 share = 1USD)	100%
Dongguan Hu Lane Electronic Technology Co., Ltd.	0	0%	8,000 (1 share = 1USD)	100%	8,000 (1 share = 1USD)	100%
Yangzhou Lear Hulane Automotive Parts Trading Co., Ltd.	600 (1 share = 1USD)	40%	0	0%	600 (1 share = 1USD)	40%

Transfer of Investment (Note)	Investment by the Company		Investments by directors, supervisors, managers, and directly or indirectly controlled businesses		Comprehensive investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
EAGLE GOOD LIMITED	10,680 (1 share = 1USD)	100%	0	0%	10,680 (1 share = 1USD)	100%
JIAXING SHANG HO ELECTRICS TECHNOLOGY CO., LTD	0	0%	10,500 (1 share = 1USD)	100%	10,500 (1 share = 1USD)	100%
HULANE ASSOCIATE INC. EUROPE S.R.L	450 (1 share = 1EUR)	90%	0	0%	450 (1 share = 1EUR)	90%

Note: Investments accounted for by the Company under the equity method.

Three. Capital Overview

I. Company capital and shares

(I) Source of share capital

1. Formation of share capital

Unit: share, NTD

Month, Year	Issue price (NT$)	Authorized capital		Paid-in capital stock		Remarks		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Assets other than cash used to offset share value	Others
1977.07	10	50,000	500,000	50,000	500,000	Initial share capital	None	None
1981.06	10	500,000	5,000,000	500,000	5,000,000	Capital increase in cash: 4,500,000	None	None
1990.12	10	2,970,000	29,700,000	2,970,000	29,700,000	Capital increase in cash: 24,700,000	None	None
1995.09	10	5,010,000	50,100,000	5,010,000	50,100,000	Capital increase in cash: 16,200,000 Surplus: 4,200,000	None	None
1998.01	10	10,020,000	100,200,000	10,020,000	100,200,000	Additional paid-in capital: 37,000,000 Surplus: 13,100,000	None	None
2001.01	10	19,500,000	195,000,000	19,500,000	195,000,000	Capital increase in cash: 49,710,000 Surplus: 45,090,000	None	None
2001.07	10	40,000,000	400,000,000	25,350,000	253,500,000	Surplus: 58,500,000 Ching-90-Shang-Shang: 09001241720	None	None
2002.09	10	40,000,000	400,000,000	30,420,000	304,200,000	Surplus: 50,700,000 Ching-Shang-Shang: 09101360870	None	None
2003.08	10	40,000,000	400,000,000	38,025,000	380,250,000	Surplus: 76,050,000 Ching-Shang-Shang: 09232568600	None	None
2004.09	10	70,000,000	700,000,000	48,996,450	489,964,500	Consolidated capital increase: 109,714,500 Ching-Shang-Shang: 09332747340	None	None
2005.01	10	70,000,000	700,000,000	52,916,166	529,161,660	Surplus: 39,197,160 Ching-Shang-Shang: 9301251280	None	None
2005.08	10	70,000,000	700,000,000	60,324,429	603,244,290	Surplus: 21,166,470 Additional paid-in capital: 52,916,160 Ching-Shang-Shang: 09401153930	None	None
2006.11	10	70,000,000	700,000,000	63,324,429	633,244,290	Capital increase in cash: 30,000,000 Ching-Shang-Shang: 09501274490	None	None
2007.09	10	70,000,000	700,000,000	66,462,415	664,624,150	Surplus: 31,379,860 Ching-Shang-Shang: 09601226770	None	None

Month, Year	Issue price (NT$)	Authorized capital		Paid-in capital stock		Remarks		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Assets other than cash used to offset share value	Others
2008.09	10	100,000,000	1,000,000,000	70,175,512	701,755,120	Surplus: 37,130,970 Ching-Shang-Shang: 09701224080	None	None
2009.09	10	100,000,000	1,000,000,000	73,684,287	736,842,870	Surplus: 35,087,750 Ching-Shang-Shang: 09801210910	None	None
2010.08	10	100,000,000	1,000,000,000	82,074,287	820,742,870	Capital increase in cash: 83,900,000 Ching-Shang-Shang: 09901188070	None	None
2011.09	10	100,000,000	1,000,000,000	86,491,001	864,910,010	Surplus: 41,037,140 Conversion of stock warrants: 3,130,000 Ching-Shang-Shang: 10001216440	None	None
2012.04	10	100,000,000	1,000,000,000	86,502,201	865,022,010	Conversion of stock warrants: 112,000 Ching-Shang-Shang: 10101067680	None	None
2012.09	10	100,000,000	1,000,000,000	88,405,105	884,051,050	Surplus: 17,330,040 Conversion of stock warrants: 1,699,000 Ching-Shang-Shang: 10101194280	None	None
2013.05	10	100,000,000	1,000,000,000	88,585,805	885,858,050	Conversion of stock warrants: 1,807,000 Ching-Shang-Shang: 10201094570	None	None
2013.11	10	100,000,000	1,000,000,000	88,604,205	886,042,050	Conversion of stock warrants: 184,000 Ching-Shang-Shang: 10201233680	None	None
2014.01	10	100,000,000	1,000,000,000	97,106,805	971,068,050	Capital increase in cash: 85,000,000 Conversion of stock warrants: 26,000 Ching-Shang-Shang: 10301014750	None	None
2014.07	10	100,000,000	1,000,000,000	97,124,405	971,244,050	Conversion of stock warrants: 176,000 Ching-Shang-Shang: 10301133980	None	None
2014.11	10	100,000,000	1,000,000,000	97,142,605	971,426,050	Conversion of stock warrants: 182,000 Ching-Shang-Shang: 10301247160	None	None
2015.07	10	100,000,000	1,000,000,000	97,153,205	971,532,050	Conversion of stock warrants: 106,000 Ching-Shang-Shang: 10401131210	None	None
2016.08	10	100,000,000	1,000,000,000	97,158,005	971,158,005	Conversion of stock warrants: 48,000	None	None

Month, Year	Issue price (NT$)	Authorized capital		Paid-in capital stock		Remarks		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Assets other than cash used to offset share value	Others
						Ching-Shang-Shang: 10501216780		
2017.03	10	100,000,000	1,000,000,000	97,181,705	971,817,050	Conversion of stock warrants: 237,000 Ching-Shang-Shang: 10601028380	None	None
2018.04	10	100,000,000	1,000,000,000	97,222,305	972,223,050	Conversion of stock warrants: 406,000 Ching-Shang-Shang: 10701041410	None	None
2018.11	10	100,000,000	1,000,000,000	97,224,105	972,241,050	Conversion of stock warrants: 18,000 Ching-Shang-Shang: 10701150600	None	None
2019.07	10	120,000,000	1,200,000,000	97,224,105	972,241,050	Ching-Shang-Shang: 10801084720	None	None
2020.09	10	120,000,000	1,200,000,000	99,654,707	996,547,070	Ching-Shang-Shang: 10901170250	None	None
2024.04	10	120,000,000	1,200,000,000	99,655,415	996,554,150	Conversion of stock warrants: 7,080 Ching-Shang-Shang: 11330050810	None	None
2024.04	10	120,000,000	1,200,000,000	99,656,123	996,561,230	Conversion of stock warrants: 7,080 Ching-Shang-Shang: 11330067230	None	None
2024.09	10	120,000,000	1,200,000,000	102,147,526	1,021,475,260	Surplus: 24,914,030 Ching-Shang-Shang: 11330172080	None	None
2024.12	10	120,000,000	1,200,000,000	102,738,977	1,027,389,770	Conversion of stock warrants: 5,914,510 Ching-Shang-Shang: 11330203510	None	None
2025.04	10	120,000,000	1,200,000,000	105,359,647	1,053,596,470	Conversion of stock warrants: 26,206,700 Ching-Shang-Shang: 11430042750	None	None
2025.05	10	120,000,000	1,200,000,000	113,348,320	1,133,483,200	Conversion of stock warrants: 7,988,673 Ching-Shang-Shang: 11430069910	None	None
2025.09	10	200,000,000	2,000,000,000	1,190,157,36	1,190,157,360	Ching-Shang-Shang: 11430150810	None	None

2. Share category

Type of shares	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Common stock	119,015,736 shares (Note)	80,984,264 shares	200,000,000 shares	Listed stocks

Note: As of March 31, 2026, the actual number of shares outstanding was 119,015,736.

3. Shelf registration: Not applicable.

(II) List of major shareholders

Shareholders with more than 5% and top 10 shares

The book closure date for the shareholders' meeting was March 28, 2026.

Shares of Shares / Name of major shareholder	Number of shares held	Shareholding (%)
Hu Sheng-Ching	6,215,681	5.22%
Liu Chun-Hsiang	4,368,687	3.67%
Chang Tzu-Hsiung	4,313,628	3.62%
Chang Chia-Chi	2,850,994	2.40%
Hu Shao-Chi	2,625,243	2.21%
Hu Shao-Ju	2,625,243	2.21%
Hu Shao-Jung	2,625,243	2.21%
Li Pao-Hsi	2,154,937	1.90%
Chang Shao-Chien	2,109,355	1.77%
Chang Ping-Chun	2,083,795	1.75%

(III) The Company's dividend policy and implementation

1. Dividend policy

If there is a net profit of the company's annual final accounts, it should first make up for the accumulated losses (including adjusting the amount of undistributed surplus), then allocate 10% as Legal Reserve. However, if the Legal Reserve have reached the Company's paid-in capital, no further allocation shall be made. The remaining amount shall be allocated as Special Reserve in accordance with relevant laws, regulations, or provisions. If there is still surplus, it shall be added to the opening balances undistributed surplus (including adjusting the amount of undistributed surplus), and the Board of Directors shall draft a proposal for profit distribution to be submitted to the shareholders' meeting for resolution.

The Company will take into consideration the environment and growth stage the Company is in, in response to future capital needs, long-term financial planning, and shareholders' needs for cash inflow, and will distribute cash dividends and stock dividends in combination, of which cash dividends shall not be less than 10% of the total dividends

2. Dividend distribution proposed in the current shareholders' meeting

2025 Earnings Appropriation Statement

Unit: NTD

Item	Subtotal	Total
Undistributed earnings at the beginning of the period		**3,233,730,211**
Add: Net income after tax	1,258,417,217	
Add (Less): Remeasurement of the defined benefit plan recognized in retained earnings	4,671,534	
The amount of the current after-tax net income plus the items other than the current after-tax net profit and included in the current year's undistributed earnings	**1,263,088,751**	
Less: Appropriation of legal reserve (Note 1)	-126,308,875	
Less: Set aside special reserve (Note 2)	-38,368,972	
Distributable earnings of the current period		**4,332,141,115**
Distribution item		
Shareholders' cash dividend (NT$5.5/share)	654,586,548	
Total of allocated earnings		**(654,586,548)**
Undistributed earnings at the end of the period		**3,677,554,567**
Undistributed earnings at the beginning of the period		**3,233,730,211**

Note 1: Handled in accordance with Article 237 of the Company Act. After the Company has paid all taxes and distributed earnings, it shall first set aside 10% of the earnings as legal reserve. However, this restriction does not apply when the legal reserve has reached the amount of paid-in capital.

Note 2: Acting in accordance with Paragraph 1, Article 41 of the Securities and Exchange Act.

Note 3: The Company's dividends are distributed based on the total share count of 119,015,736 shares as of March 28, 2026.
Note 4: The cash dividends are distributed proportionally to the nearest NTD. Below NTD1 is rounded off. The distribution of fractional amounts less than NTD1 is recognized in the Company's other income.

3. In case of expected significant changes to the equity policies, please specify: None.

(IV) Impacts of the stock dividends proposed in the current shareholders' meeting on the Company's business performance and earnings per share: Not applicable.

(V) Remuneration of the employees, director and supervisor: (The Company does not have supervisor).

1. Percentage or scope of remuneration of employees, Directors, and supervisors stipulated in the Articles of Incorporation
   (1) If the Company makes a profit in a year, it shall allocate 1% to 10% of the profit (refers to the pre-tax profit before the distribution of employees' remuneration and directors' remuneration) as employees' remuneration(the amount of remuneration to entry-level employees shall not be less than 15% of the total amount of remuneration to employees) and no more than 1% as directors' remuneration. However, when the Company still has accumulated deficits (including the adjustment of undistributed earnings), the Company shall reserve the amount for remuneration in advance, and then appropriate the aforementioned proportion as remuneration to employees and remuneration to directors.
   Note: "Frontline employees" refers to non-managerial employees earning below NT$63,000 per month.
   (2) The remuneration to employees referred to in the preceding paragraph may be paid in shares or cash, and the recipients of the remuneration may include employees of the affiliated company who meet certain criteria. The eligibility criteria are determined by the Board of Directors.
   (3) The preceding two paragraphs shall be implemented by a resolution of the board of directors and reported to the shareholders' meeting.
2. Basis for estimating employee, director, and supervisor remuneration for the current period; basis for calculating the number of shares for employee remuneration distributed in stock; and accounting treatment when the actual distribution differs from the estimated amount:
   (1) The basis for estimating the amount of employee compensation and remuneration of directors: It is estimated based on the profitability of the year, within the scope set forth in the Articles of Incorporation, and a certain percentage is set aside for employee compensation and remuneration of directors, which are approved by the Board of Directors and the shareholders' meeting
   (2) Calculation basis for the number of shares distributed as stock dividend: Not applicable.
   (3) If the actual distributed amount differs from the estimated amount: recognized as the annual profit or loss of the distribution year.

3. Proposal of remuneration to employees and directors approved by the board of directors

(1) If the amount of employee remuneration and director/supervisor remuneration distributed in cash or stock differs from the estimated expense recognized in the year of recognition, the difference, reasons, and handling shall be disclosed: The Company's estimated 2025 employee and director remuneration is expected to be approved at the shareholders' earnings distribution resolution on May 7, 2026, pending final approval at the Annual General Shareholders' Meeting on May 26, 2026.

The remuneration to employees and directors in 2025 is proposed to be distributed as follows:

Unit: NTD

Item	2025
Cash remuneration to employees	52,644,602
Employee stock-based compensation	0
Remuneration to directors	12,500,000

(2) The amount of employee remuneration distributed in stock and the ratio to the net income after tax and total employee remuneration in the parent company only or individual financial statements of the current term: Not applicable.

4. Actual distribution of employees' and directors' remuneration in the previous year

The Company's distribution of earnings for the previous year (2024) with respect to the allotment of remuneration to employees and directors was approved by the board of directors on May 8, 2025 and approved by the General Shareholders' Meeting of the same year. The actual allotment is as follows:

Unit: NTD

	Quantity actually distributed as resolved by the shareholders' meeting	The Board of Directors passed the proposed allotment	Discrepancies	Reason for discrepancy
Distribution status				
Cash remuneration to employees	53,035,419	53,035,419	-	-
Employee stock-based compensation	-	-	-	-
Remuneration to directors	13,490,000	13,490,000	-	-

(VI) Repurchase of the Treasury Stock

1. Repurchase of the Company's shares completed: As of the date of publication of the annual report, there is no repurchase of the Company's shares.
2. In progress: As of the date of publication of the annual report, there is no repurchase of the Company's shares.

II. Status of corporate bonds (including overseas corporate bonds):

(I) Corporate bond handling:

Types of corporate bonds	The 1st domestic unsecured convertible bond.
Types of corporate bonds	The 1st domestic unsecured convertible bond.
Board Resolution Date	March 24, 2023
Financial Supervisory Commission Approval Reference Number	FSC Securities Issuance Letter No. 1120339981, dated May 8, 2023
Issuing Date	June 14, 2023
Denomination	NT$100,000
Issue Location	Taiwan (R.O.C)
Issue Price	At 108.61% of face value
Issue Amount	Total face value: NT$1,500,000,000 (15,000 thousand shares) Total Raised: NT$1,629,088,400
Interest Rate	Coupon Rate 0%
Bond Period	5 Years; June 14, 2028 as the Maturity Date
Mode of Satisfaction	The company shall redeem the convertible corporate bonds in cash at maturity according to the par value of the bonds held by the bondholders, except for cases where the bondholders convert them into ordinary shares of the company pursuant to Article 10, or where the company redeems them prematurely pursuant to Article 18, or exercises the right of sale-back pursuant to Article 19, or the company repurchases and cancels them through the securities firms.
Reason for issuance and expected benefits generated	Proceeds were fully used to repay bank borrowings, reduce financial burden and enhance debt repayment capacity, and strengthen the financial structure, which is conducive to overall business development.

Early termination — exercise of redemption right

According to	According to Article 18 of the Regulations Governing the Issuance and Conversion of Securities, After three months from the date of issuance of the convertible bonds (September 15, 2023), and 40 days prior to the end of the issuance period (May 5, 2028), if the closing price of the Company's common shares exceeds the current conversion price by more than 30% for 30 consecutive business days, the Company may withdraw the bonds in full at the face value thereof in cash from the 30 business days following the date of issuance, and write a notice to the Taipei Exchange for announcement. From 2025/1/14 to 2025/3/6, the closing price of common shares for 30 consecutive days exceeded the current conversion price of 133.4% to 30% (173.5).
Announcement of the bond redemption period	March 20, 2025 to April 18, 2025
Date of termination of convertible bonds	April 22, 2025
According to	According to Article 18 of the Regulations Governing the Issuance and Conversion of Securities, After three months from the date of issuance of the convertible bonds (September 15, 2023), and 40 days prior to the end of the issuance period (May 5, 2028), if the closing price of the Company's common shares exceeds the current conversion price by more than 30% for 30 consecutive business days, the Company may withdraw the bonds in full at the face value thereof in cash from the 30 business days following the date of issuance, and write a notice to the Taipei Exchange for announcement. From 2025/1/14 to 2025/3/6, the closing price of common shares for 30 consecutive days exceeded the current conversion price of 133.4% to 30% (173.5).
Announcement of the bond redemption period	March 20, 2025 to April 18, 2025
Date of termination of convertible bonds	April 22, 2025

Corporate bond execution summary

Total common shares converted after issuance	11,202,210 shares
Accumulated total conversion amount	NT$ 1,494,400,000
Equity dilution and impact on shareholders' equity	Based on the number of 99,654,707 shares issued and outstanding at the time of issuance, the dilution rate is approximately 10.11%, and the dilution is small. Therefore, the Company's long-term development will increase the overall value, and in the long run, it is positive to shareholders' equity.

(II) Convertible bond data: (reported at the previous shareholders' meeting or at the preceding one or two Board meetings)

Types of corporate bonds (Note 1)		The 1st domestic unsecured convertible bond	
Item \ Year		2025	As of 21 April 2025 (Note 4)
Market price of the convertible bond (Note 2)	Maximum	143.00	146.00
	Minimum	114.10	117.50
	Average	125.23	133.97
conversion price		133.4	133.4
Issuing Date		June 14, 2023	June 14, 2023
conversion price as of the issuance date		146.5	146.5
Method of executory conversion obligation (Note 3)		Issue of new shares	Issue of new shares

Note 1: The number of columns will be adjusted based on the actual number of times the process is performed.
Note 2: Overseas corporate bonds at multiple trading locations are listed separately according to the trading location.
Note 3: The delivery of issued shares and new shares.
Note 4: Convertible bond OTC delisting date.

III. Special equity handling: None.

IV. Global depositary receipt handling: None.

V. Employee stock warrants handling: None.

VI. Restricted Stock Awards handling: None.

VII. Issuance of new shares for merger or acquisition of another company's shares: None.

VIII. Implementation of the capital utilization plan: None.

Four. Operational Overview

I. Business Scope

(I) Business Scope

1. Main business activities of the Company

Main products and services	New energy products	Terminal products
	Plastic connectors	Wire harness products
	Header connector	Fuse boxes products
	Rubber products	High-frequency/high-voltage connectors
	Crimping die	Product/mold design proposals and complete solutions
	Complete connector experimental project service	PCBA products

2. Major products as a percentage of total sales

Unit: NTD thousands

Product name	2024 Net sales	Proportion of business operation (%)	2025 Net sales	Proportion of business operation (%)
Connector	7,064,106	80.27	7,921,430	80.64
New energy connector	1,736,113	19.73	1,901,870	19.36
Others	-	-	-	-
Total	8,800,219	100.00%	9,823,300	100.00

3. New products(services) planned to be developed

The Company's R&D team is committed to the research and development of lighter, miniaturized, and modular connectors, and uses the design and manufacturing capabilities of vertical integration. Distributed through designated vehicle manufacturers/Tier 1 system manufacturers. The products and markets planed to be developed are as follows:

A. Development and design of large circuit main wiring harness

B. Development, design, and manufacturing of automotive electronic products for system manufacturers

C. Development, design, assembly and manufacturing of PCB control box

D. New energy vehicle connector, a complete series of high-voltage connector/PDU/charging gun

E. High-frequency and high-speed connector, comprehensive high-frequency and high-speed automotive connector, FAKRA/MINI FAKRA/HSD/Ethernet Products Customization.

F. Complete series of miniaturized and modular automotive connectors

G. R&D solutions for the introduction of recycled materials & renewable energy raw materials

(II) Industry overview

1. Current status and development of the industry

According to the World Economic Outlook report published by the International Monetary Fund (IMF) in January 2026, global economic growth is projected at 3.3% for both 2026 and 2027, which is below the historical average of 3.7% from 2000 to 2019. The 2026 forecast is broadly in line with the projections from the 2025 World Economic Outlook, primarily because investments in technology, fiscal and monetary support, accommodative financial conditions, and private sector adaptability have offset the adverse effects of trade policy changes. The global overall inflation rate is expected to drop to 3.8% in 2026 and then to 3.4% in 2026. Compared to emerging markets and developing economies, the overall inflation rate of developed economies will return to the level of the target more quickly. Global automotive sales in 2026 are estimated to continue growing. According to the latest estimates from DIGITIMES Research, global new vehicle market sales are projected at 91.40 million units, representing a year-on-year growth rate of 1.7%. TrendForce estimates that new energy vehicle (NEV) sales will reach 23.40 million units, with a year-on-year growth rate of 14%. China will continue to dominate the global EV market with sales reaching 19 million units and a market penetration rate expected to reach 54.7%, up from 47.9% in 2025. Driven by global demand trends, new energy vehicle models continue to achieve steady and deepening growth.

2.Correlation among the up-stream, mid-stream, and down-stream of the industry

Hu Lane is a professional connector manufacturer. The main upstream raw materials are copper and plastics, and the industries covered include copper and plastics. Terminal products are widely used in transportation, medical equipment, electronic communications, and consumer electronics industries. The linkage map of up-stream, mid-stream, and down-stream is as follows:

Upstream (raw materials)	1. Copper materials 2. Plastic raw materials 3. Steel
Midstream (design, processing, and manufacturing)	1. Terminal designer and processing manufacturer 2. Plastic box design and processing manufacturer
Downstream (wiring processing and manufacturing)	1. Plug and connector processing manufacturer 2. Information and communication products, vehicles (new energy & fuel vehicles), electronic products, and other electronic wiring harnesses manufacturers
Terminal application market	1.Transportation 2. Medical Devices 3.Information and communication products 4.Electrical products 5.Consumer electronics 6.Others

3.Product development trends and competition

According to data from market research firm Market Research Future, the global connector market is expected to continue growing in the coming years, driven by demand from AI data centers and electric vehicles. Currently, the global connector market is about US$90 billion, and it is expected to grow past US$100 billion by 2028, with a compound annual growth rate (CAGR) of about 6%. The top ten companies in the global connector industry are TE Connectivity, Amphenol, Aptiv, Molex, Foxconn, Luxshare Precision, Yazaki, Rosenberger, JAE (Japan Aviation Electronics), and Hirose. Together, they account for over 50% of the global connector market. The Company has gradually become part of the supply chain for several of these leading firms and aims to grow alongside its partners and customers.

Mainland China is the largest consumer market for connectors globally, with rapidly increasing demand, especially in sectors such as new energy vehicles, telecommunications and data communication, cloud computing, and peripheral devices. Backed by nearly 50 years of experience, the Company has established a stable presence in the new energy vehicle sector. In recent years, in response to the growing emphasis on ESG and sustainability, the Company has adopted low-carbon raw materials and introduced energy-efficient production processes. Committed to delivering innovative technologies, solutions, and high-quality products and services, the Company continues to create opportunities for collaboration with top-tier international companies.

(III) Technology and R&D

1. R&D expenses

R&D expenses in 2025: NT$510,740 thousand.

2. R&D results in 2025

A. Enhanced development and promotion of high-frequency and high-voltage products, with annual revenue growth of 32%.

B. Strengthen the operation of the automotive electronics team, successfully develop PCB insurance coils, and introduce them to the vehicle manufacturer for use.

C. Development of high-frequency and high-speed connectors, successfully developed 10G automotive Ethernet connectors, and successfully introduced to the use of vehicle manufacturers.

D. The new product orders received was 697, with an year-on-year decrease of 7%, and the number of closed cases was 637, with an year-on-year increase of 6%.

3. Hu Lane Patent Overview 2025

In 2025, with the intelligentization of the Hu Lane product, the R&D team will continue to actively develop innovative and improved product-related technologies, and has obtained 21 patent certificates, with a total of 235 domestic and foreign patent certificates.

4. Research and development personnel and their academic experience

Year / Educational background	Doctoral degree	Master's Degree	Junior College	Vocational high school (inclusive)	Total
2024	1	28	394	149	572
2025	1	16	487	181	685

5. Recent R&D spending

Year	2024	2025
R&D expenses	463,620	510,740
Operating revenue	8,800,219	9,823,300
Percentage to operating revenue of the current year (%)	5.27	5.20

(IV) The company's long- and short-term business development plans.

Long-term plan:

(1) Focusing on the automobile and scooter market, strengthening localization and close cooperation with OEMs. Establish long-term cooperative relationships with OEM/Tier-1 systems in each region

(2) Independently design and develop new energy vehicle connectors, PCB fuse boxes, miniaturized hybrid connectors, charging gun/seat systems, and automotive high-frequency connectors to increase the variety of applications for products and obtain recognition from vehicle manufacturers

Short-term plans:

(1) Establish an information management platform with a comprehensive data database.

(2) With OEMs as the main development goal, a more complete global organization team will be established.

(3) Strengthen the market share of the automobile industry in European and American and expand to other regions.

(4) Actively develop the ASEAN motorcycle industry market.

(5) Promote the sustainable Group model, with comprehensive production capacity allocation and logistics planning, enhance localization, and continue to reduce carbon emissions.

II. Overview of the market, production and sales

(I) Market analysis:

1.Locations where products (services) are mainly sold (provided)

Major sales regions: Taiwan, Asia, Europe, America, Southeast Asia

Unit: NTD thousands

Year / by geographical area	2024		2025	
	Net sales	%	Net sales	%
Taiwan	434,425	4.94	408,989	4.16
Asia	7,845,927	89.15	8,842,101	90.01
Europe	188,194	2.14	218,546	2.22
Americas	318,702	3.62	342,317	3.48
Others	12,971	0.15	11,347	0.12
Total	8,800,219	100.00	9,823,300	100.00

2. Market share

The Company has long been deeply rooted in the Asian market and has collaborated with automakers and Tier 1 manufacturers for many years. An Italian subsidiary was established on March 22, 2023. However, it is currently estimated that the market still accounts for less than 4% of the global sales of automobile and motorcycle connectors. Through the relationships built in recent years with automakers and Tier 1 partners across various regions, as well as cooperation with American manufacturers, the Company anticipates a breakthrough and explosive growth in the near term.

3. Future supply, demand, and growth of the market

According to the latest data from the China Association of Automobile Manufacturers (CAAM), the full year production and sales of automobiles in 2025 reached 34.531 million units and 34.4 million units, respectively, with an annual growth rate of 10.4% and 9.4%, respectively, reaching a record high.

The new energy vehicles segment especially stood out, with production and sales reaching 1,662.6 million units and 1,649.0 million units, respectively, up by 29% and 28.2% year-over-year. This represented 51.8% of the total sales of new cars. This also makes China's new energy vehicle production and sales the first in the world for 11 consecutive years.

Market research firm Rho Motion has released its latest data. According to the data, global new energy vehicle sales reached 1.92 million units in March, a 13% increase year-over-year. The global new energy vehicle sales reached 4.65 million units in the first quarter. Regional breakdown data shows that China's NEV sales exceeded 1.15 million units in March, with Q1 sales reaching 2.95 million units, a year-on-year increase of 23%, with market penetration stabilizing above 50% — an all-time high. European NEV sales reached 460,000 units in March, up 15% year-on-year, with Q1 sales totaling 1.08 million units, indicating that the momentum of transition remains robust, driven by stringent emissions regulations.

Hu Lane has been deeply involved in the Asian market for many years, and maintains a good technical cooperation relationship with independent brands in Mainland China. In the future, it will move towards joint development of technology development. Regarding global market positioning, Hu Lane is moving toward expanding into global markets to balance the decline and growth across different markets, and continues to actively develop and expand in European and American markets. Hu Lane has been aware of the needs of market trends and development, and has invested in the development of high and low voltage electric vehicle connectors, electric vehicle charging gun/seat modules, and related smart vehicle RF high-frequency connector system application fields, and is actively strengthening the development of high-end automotive connection device products. It also fully meets ESG requirements and is working towards sustainable development and operations.

4. Competitive niche

A. Marketing

Hu Lane uses its Taiwan headquarters as the global marketing and business operations center, and actively expands global markets to reduce the impact of regional factors. The Company continues to advance strategic upstream and downstream cooperation in Indonesia, Vietnam, and Europe, moving Hu Lane toward overseas localized services, closely connecting with customers to achieve future excellence and help customers solve problems.

Under the basis of financial soundness and great product quality, we have actively developed global channels, and have won the recognition of international manufacturers to meet customer needs and continue to develop new customer sources. In addition to expanding and strengthening the existing sales team, the Company also provides customers with relevant technical services through a project team model. Technical capabilities and product quality have been highly recognized by downstream customers, enabling the Company's performance to grow stably over the long term. In addition to IATF 16949 and ISO 14001:2015 certifications, in order to enter the European automotive market, the Company has also begun strengthening quality management in accordance with the German Association of the Automotive Industry (VDA) 6.3 requirements, enhancing product competitiveness. It proves that Hu Lane's efforts in product quality and management have reached the international level, and it is an important partner that customers can rely on.

B. Technology R&D

The Company continues to develop various terminal modules, plastic modules, and rubber modules, including the development of various connectors commonly used in traditional automobiles and motorcycles, and is also actively developing automobile-related safety connectors and other industrial product technologies as follows:

1. High-frequency, high-speed product solutions, covering USCAR high-frequency, high-speed board-side and wire-side connectors.
2. Solution for high-voltage large-current products, covering the application connector of 800V high-voltage platform system for the entire vehicle.
3. Hybrid miniaturized wire-to-board products — miniaturized, lightweight, and compact, covering signal and power supply in multiple application scenarios.
4. 0.5-type non-waterproof wire-to-board products — USCAR 0.5 non-waterproof interface, miniaturized standard interface product series.
5. Body domain control products — non-waterproof products meeting the requirements of zone control architecture, with large pin count integration.

6. Comprehensive system supply capability, meeting 95% of end-use power equipment needs, reducing power consumption and reducing wire gauge and weight.
7. Automotive product module FFC products — flexible flat cable products meeting application requirements in confined spaces, with flattened and lightweight wire harnesses.
8. Research and development of processes for the recycling of low-carbon materials.

C. Production process

Hu Lane has comprehensively introduced high-speed stamping machines and all-electric injection molding machines to enhance the production of terminals and housings and reduce carbon intensity. The Company has developed various quality control equipment such as "CCD online automatic image inspection" and "CCD anti-crush mold systems" to reduce defective product output and outflow. Assembly processes have also evolved toward modular automated assembly machines to reduce mold and line changeovers, improve efficiency, and conduct product inspection stations directly after assembly completion, achieving 100% inspection of assembled products. The injection machine equipped with robotic arm technology to improve production efficiency and reduce the risk of injury from falling of finished products.

Taipei and Nanjing continue to develop products such as intelligent control boxes to meet customer needs for complete vehicle components, advancing Hu Lane's entry into the Tier 1 supply chain. In terms of production management, we have developed the "Manufacturing Execution System (MES)" to realize real-time, digital, transparent, and accurate information transmission in smart dispatch production, which can reduce non-value-added production activities and implement a production management model that reduces paper and energy consumption in smart factories.

In terms of warehouse management, Taipei, Dongguan, Nanjing, and Indonesia have established automated warehousing systems to effectively manage FIFO (first-in, first-out) principles and accounting consistency. Integrated with the SAP system, the Company is able to efficiently execute inventory inquiries and production/shipping operations in pursuit of Industry 4.0 intelligent manufacturing. The Group's Operations Research Center established by Hu Lane can allocate the Group's production capacity to meet the needs of customers in all regions of the world and reduce the risk of supply chain interruption.

At the same time, to fulfill the Hu Lane Group's future ESG sustainable operations principles, the Company has successively implemented ISO 14064 greenhouse gas inventory operations, ISO 14067 carbon footprint verification, ISO 50001 energy management systems, and ISO 45001 occupational health and safety systems. Solar power generation systems have been installed at suitable facilities and green electricity is being purchased to increase the proportion of clean energy usage. The Company continues to conduct carbon inventory, management, and reduction work, establishes mechanisms to regularly publish carbon reduction performance, and promotes green factory initiatives, contributing to the preservation of the Earth's environment.

5. Favorable and unfavorable factors for development prospects and countermeasures

Favorable factors:

(1) The market demand for new energy vehicles in China, Europe and the United States will enter a period of rapid growth

(2) Increased demand for localized supply chains under regional risk impacts.

(3) with the awareness of ESG rising, environmental protection, new energy vehicles and corporate image becomes the trend in future business selection.

(4) It is an opportunity to expand business while numerous electronic industries are stepping into the automotive field.

Unfavorable factors:

(1) The merger and acquisition of the major OEMs may result in the restructuring of the supply chain.

(2) Global macroeconomic uncertainty causing severe raw material price volatility and rising production costs year by year across various locations.

(3) Banning on the sale of fuel vehicles, the transformation of new energy vehicles are shrinking the market of traditional fuel vehicle, and the transformation of connectors are reducing the demand for low-voltage products.

Countermeasures:

<table>
<tr>
<td><u>Seeking Opportunities</u>
➢ Indonesia and Vietnam are in need of establishing R&D centers to accelerate local services in the local markets
➢ New marketing strategies for the supply chain market in different fields are added, focusing on the development and service of new energy, modular controllers, and high-voltage connectors.
➢ Accelerate in obtaining multiple ESG certifications and establish the leading position of green energy suppliers to obtain more market opportunities</td>
<td><u>Threat avoidance</u>
➢ Turn passivity into proactivity, emphasize on brand services and actively cross co-op with the electronics industry
➢ Through market and customer surveys, target targets are identified. Diversified products, R&D technology, and comprehensive after-sales services are used to develop the international market.
➢ Implement quality management and tracking, manage and reduce quality complaints effectively, and strengthen process improvement capabilities
➢ Raw materials are purchased, negotiated, and priced by the group to stably control costs or even reduce costs.</td>
</tr>
<tr>
<td><u>Strengthen advantages</u>
➢ Increase the production share of Vietnam and Indonesia plants, reduce overall production cost, and reduce overall production cost.
➢ Expand the scope of the electronics division and conduct collaborative front-end design and development with car manufacturer customers. Responding to changes and developments in domain controllers
➢ Seek opportunities for in-depth cooperation with existing customers (wire harness factories, automobile engine factories), integrating resources with investments, mergers and acquisitions for win-win results.</td>
<td><u>Weakness defense</u>
➢ For the fields that the Company lacks, rapidly prepare manpower in design and with production ability and existing product lines with mergers and acquisitions/cooperation.
➢ Quality improvement, cost reduction, efficiency improvement, and energy saving through automated production technology, process improvement, management model optimization, and employee education and training.
➢ Actively conduct front-end new product research and development with customers, meet diverse design requirements with little orders with a cooperative attitude, gain more experience in design evaluation, upgrade the Company’s technical skills to discover value-based products</td>
</tr>
</table>

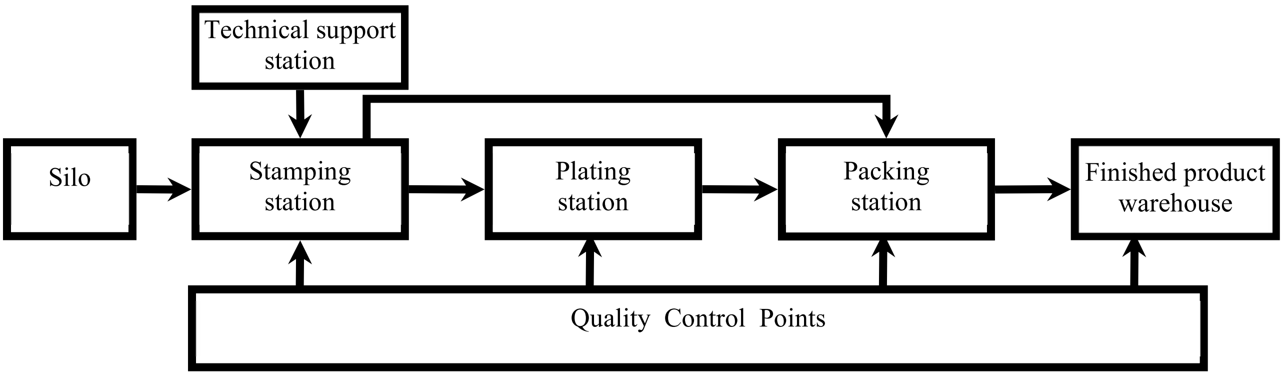
(II) Important uses and production processes of the main products:

1.Main functions of the major products

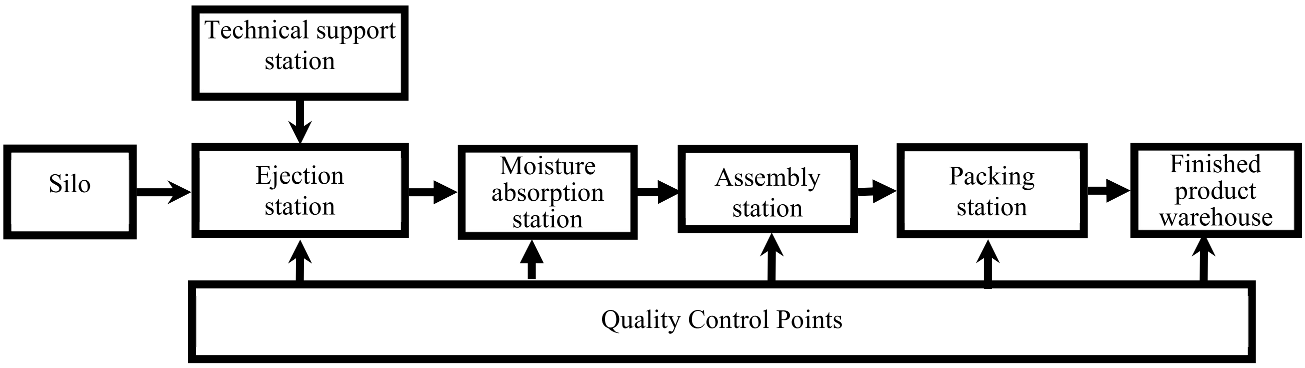
Product	Main purpose	Weight of business
Connector	Vehicle wheel terminals: The connecting terminals of DC power supplies that are supplied to countries around the world, such as the connecting terminals for automobiles, motorcycles, spark plugs, and instruments. Power plug terminals: AC power plugs and socket terminals for electrical products, such as computers and household electrical appliances. Electronic communication terminals: For electronic communication products, such as telephone communication terminals, wiring terminals, etc. Plastic parts: They are the main part of the connector together with the terminal. Others: Electric wires, waterproof plugs, presses, and copper materials.	100%

2. The production processes of major products

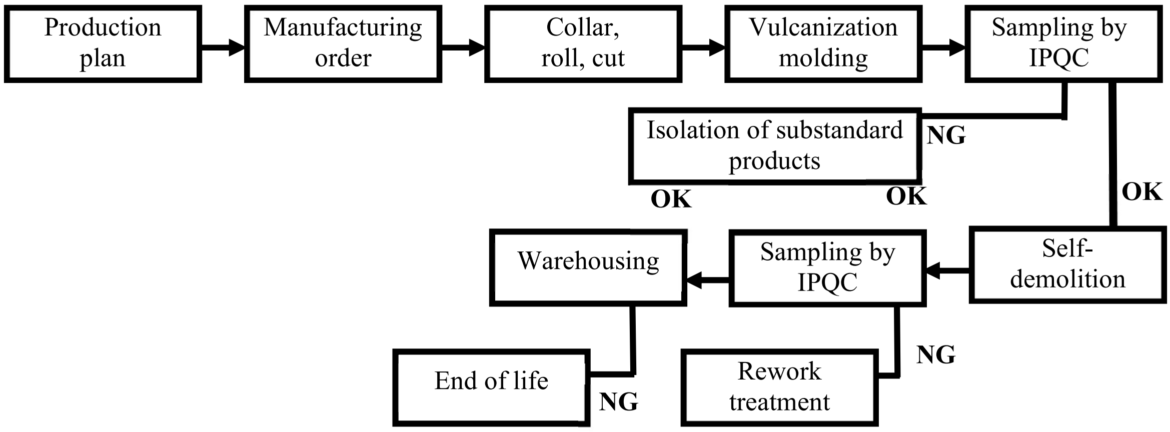
[Stamping products]



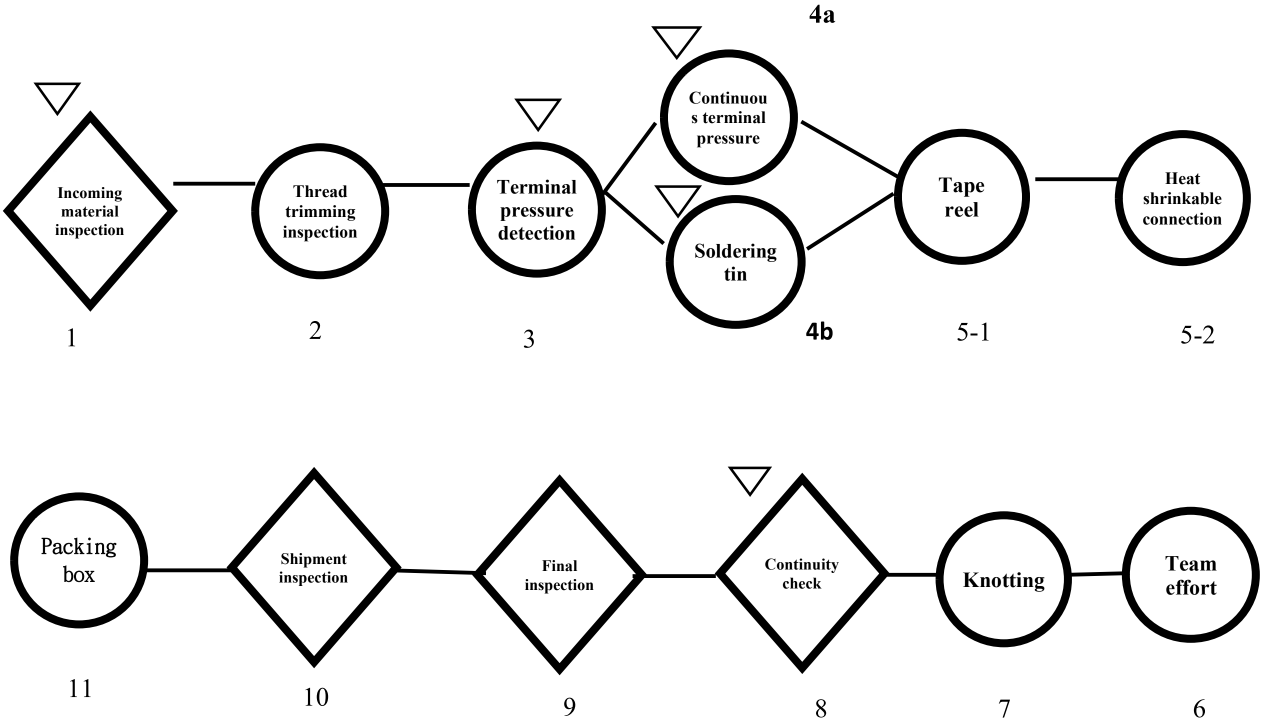
[Injection products]



[Rubber products]



[Wire harness products]



(III) Supply of main raw materials

The main raw materials required for the Company's production are copper and plastic granules, both of which are bulk commodities and are significantly influenced by international market fluctuations and related events. To ensure a stable supply and manage raw material costs effectively, the Company maintains long-term partnerships with domestic and international suppliers, adopts contract-based procurement, engages in centralized price negotiations, and implements option-based hedging strategies to mitigate risks.

Main raw materials	Source of major suppliers	Supply (2025)
Copper material	Taiwan, Japan, South Korea, and China	Stable quality and supply, long-term cooperation, supply in good condition
Plastic raw materials	Taiwan, Japan, South Korea, Europe, America, and China	Stable quality and supply, long-term cooperation, supply in good condition

(IV) List of major customers with total purchases and sales in the past two years

1. Names of the top ten sales customers in the past two years, and the sales amount and proportion

Unit: NTD thousands

	2024				2025			
Item	Name	Amount	Percentage to net sales of the whole year (%)	Relationship with the issuer	Name	Amount	Percentage to net sales of the whole year (%)	Relationship with the issuer
1	S	1,015,008	11.53	None	S	1,196,924	12.18	None
2	Q	681,555	7.74	None	Q	742,827	7.56	None
3	E	338,038	3.84	None	E	467,251	4.76	None
4	G	301,567	3.43	None	O	431,948	4.40	Affiliates
5	O	269,938	3.07	Affiliates	U	330,896	3.37	None
6	U	218,435	2.48	None	M	324,987	3.31	None
7	D	201,047	2.28	None	G	258,899	2.64	None
8	A	197,684	2.25	Stakeholders	N	139,863	1.42	None
9	M	189,523	2.15	None	Z	127,748	1.30	None
10	I	187,020	2.13	None	D	121,342	1.24	None
	Others	5,200,404	59.10		Others	5,680,615	57.83	
	Net sales	8,800,219	100		Net sales	9,823,300	100.00	

2. Names of the Top 10 suppliers and their purchase amount and percentage in the last two years

Unit: NTD thousands

	2024				2025			
Item	Name	Amount	Percentage of net imports for the year (%)	Relationship with the issuer	Name	Amount	Percentage of net imports for the year (%)	Relationship with the issuer
1	N	359,140	7.39	None	N	365,668	6.53	None
2	S	349,806	7.20	None	O	347,000	6.19	None
3	O	235,113	4.84	None	S	310,092	5.53	None
4	M	181,736	3.74	None	M	231,101	4.12	None
5	Q	166,226	3.42	None	Q	185,565	3.31	None
6	A	156,352	3.21	None	K	170,555	3.04	None
7	B	147,358	3.03	None	B	169,164	3.02	None
8	K	140,327	2.89	None	E	150,630	2.69	None
9	E	117,183	2.41	None	W	136,961	2.44	None
10	W	113,751	2.34	None	A	125,069	2.23	None
	Others	2,894,399	59.53			3,412,089	60.89	
	Net purchases	4,861,391	100.00		Net purchases	5,603,894	100.00	

III. As of the publication date of this annual report, the employee information in the most recent two years

As of March 31, 2026 Unit: Person

Year		2024	2025	2026 Q1
Number of employees	Direct Employees	1,479	1,700	1790
	Indirect Employees	1,164	1,143	1243
	Total	2,643	2,843	3033
Average age		34.85	36.41	35.1
Average years of service		5.37	6.92	6.02
Educational Attainment Distribution	Master's degree or above	2.05%	1.93%	1.95%
	Junior College	41.09%	41.85%	38.71%
	Vocational high school (inclusive)	56.86%	56.28%	59.34%

IV. Information on environmental protection expenditure:

(I) Losses due to environmental pollution in the most recent year and as of the publication date of this annual report (including environmental protection audit results of violations of environmental protection laws and regulations, the date of penalty, penalty number, provisions of violation of laws and regulations, content of violation of laws and regulations, and content of penalties should be listed): None.

(II) Estimate the amount of money that may occur in the future and responsive measures. If it cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated: None.

V. Labor-capital relations:

(I) Employee Ethical Standards of Conduct

The Company has established the "Ethical Code of Conduct for Employees" to enable all employees to understand the meaning of ethical and upright business behaviors, and to provide principles for employees to follow. The main contents are as follows:

1. Employee conduct must comply with ethical standards and honesty.
2. Avoid conflicts of interest with the Company and selfish attempts.
3. Information that is not disclosed to the public without the Company's approval shall be kept confidential.

4. Treat customers, suppliers, competitors, and other employees of the Company on an arm's length basis.
5. Inappropriate or illegal use of Company resources is strictly prohibited.
6. Comply with government laws and regulations, including laws and regulations related to insider trading.
7. Appropriate gifts and entertainment.
8. Encouragement to report any illegal acts or violation of ethical code of conduct.

(II) Employee welfare measures

The Company has established the Employee Welfare Committee, and provides various benefits to employees, including domestic and overseas trip subsidies, health examination subsidies, three major holidays bonuses, wedding, funeral, and celebration subsidies, on-the-job training scholarships, children's education scholarships, on-the-job education and training, employee remuneration policies, and employee cafeteria.

(III) Retirement System:

The Company complies with the Labor Standards Act and contributes labor pension funds to the Trust Department of the Bank of Taiwan (formerly Central Trust of China) and the Bureau of Labor Insurance. The Company's new labor pension system contributes 6%.

According to the Company's Labor Retirement Regulations:

1. Article 4: An employee who meets any of the following circumstances may apply for voluntary retirement.

Has completed at least 15 years of service and is at least 55 years old.

Has completed at least 25 years of service.

2. An employee shall be mandatorily retired under any of the following conditions:

Has reached the age of 60. However, continued employment may be granted by the Company, with a maximum extension of 10 years

Is mentally or physically incapacitated and no longer fit for duty

(IV) Employer/employee meeting:

The Company holds quarterly labor coordination meetings to facilitate communication and coordination between labor and management.

(V) Continuing education and training for employees:

The Company regards talent as a critical asset and continues to promote education and training, performance management, and competency development to enhance employees' professional capabilities and strengthen organizational competitiveness. In 2025, the Company invested NT$5,775 thousand in education and training expenses, and an additional NT$500 thousand in the Saville Competency Workshop. Total training attendance for the year was 68,450 person-times, with an average of approximately 32 training hours per person. The Company also advanced an English proficiency improvement program, offering 25 courses with 123 participants, and completed core competency assessments and professional skills inventories to continuously improve talent development outcomes.

(VI) Work environment and employee safety protection measures

The work environment harbors risks such as noise, dust, specific chemicals, etc. Engineering control and personal protective gear are used to protect and implement health checks and management for employees working in general (on a regular basis), special health checks are also arranged annually for employees working in special health hazards (such as noise, dust, specific chemicals, organic solvents, etc). If there are any abnormalities in the special health examination and the employees are classified as second-level management, evaluation and health education will be arranged.

The safety and health system and management measures are as follows:

1. Establishment of the company's safety, and environmental management dedicated unit or personnel:

   The head office and each factory site at home and abroad have established a safety and health committee, which operates within the company and each factory. The chairman of the safety committee is the head of each department, and meetings are held regularly to review and formulate safety and health management policies and other related issues, of which, labor representatives constitute more than one-third of all committee members by law, providing an official channel for managers and employees to communicate on safety and health issues face-to-face. Each plant has set up a safety and health management unit with the establishment of a safety and health business supervisor, a safety/health manager and a safety and health manager to perform safety and health business, which has been approved by the competent authorities in each place. In terms of environmental protection, the Head Office and each plant have set up dedicated units and personnel for environmental protection management-related operations.

2. Supplier and contractor management:

The Company is committed to becoming a good corporate citizen and fulfilling corporate social responsibilities. Not only is it committed to providing a safe working environment for employees, but it is also committed to working with suppliers to enhance corporate social responsibilities. Therefore, the Company's supplier management policy is " Suppliers are required to comply with relevant regulations on environmental, safety, and health issues, and to have sufficient understanding and communication to encourage them to improve environmental, safety, and health performance". In practice, we regard our suppliers as our colleagues and work together to improve workplace safety and protection, and to strengthen environmental protection requirements in order to fulfill our corporate social responsibility. In addition to the above, due to the characteristics of the industry, the Company also pays close attention to the regulatory risks of suppliers to ensure the safety of employees in the workplace: (1) Define high-risk operations and carry out key control. (2) Require contract suppliers to provide professional and technical personnel skill certification according to law.

3. Key tasks of safety and health management:
   (1) In response to changes in laws and regulations, the safety and health work rules are regularly revised, compiled in compliance with the factory 6S handbook and the safe operation standards of various machinery and equipment for employees to follow.
   (2) Machinery and equipment: Automatically inspect daily, weekly, monthly, quarterly, semi-annual, annual, and annual inspections and inspection items, and conduct regular inspections by the competent authority for hazardous machinery and equipment on an annual basis to ensure the safe operation of machinery and equipment.
   (3) Operating environment: Implement 6S management and refine factory environmental maintenance systems, for special workplaces, employee operating environment testing records are implemented quarterly, every six months, and annually.
   (4) Education and training: New recruits, exchange personnel, mechanical equipment operators, automatic inspection personnel, special operations personnel, and supervisors shall be trained according to laws, and relevant certifications have been obtained.
   (5) Health checkup: Health checkups are conducted before new recruits start work, on a yearly basis for special operations workers, and on a yearly basis for general workers at each plant in Xizhi.

The purpose of this test is to understand the health status of employees, and to serve as a basis for assigning employees to work replacements and improving the management of the operating environment.

(6) Fire safety: The Company has established a comprehensive fire-fighting system in accordance with the Fire Protection Act of Taiwan and Mainland China, and has conducted regular inspections and declarations. Fire-fighting training is conducted for employees every six months, and emergency preparedness and response drills are conducted every year.

4. Safety and environmental management and performance evaluation measures:

(1) Regular inspections of hazardous machinery and equipment: All hazardous machinery in the factory has passed the regular inspections required by law. All special-purpose operators have obtained professional licenses and undergo regular on-the-job training.

(2) Safety and health audits: The head office develops a plan every year to conduct regular (quarterly) on-site audits on the safety, health, environmental protection, and fire safety operations of each factory, and gives appropriate improvement suggestions to provide a safe working environment for colleagues.

5. Future plans:

The "Non-Toxic Factory Project" is planned to be carry out, to implement a hierarchical inventory of the raw materials used in the existing production process, execute priority plans to use alternative materials to replace high-risk materials, conduct material sourcing management of low-carbon and low-toxic raw materials, and continue to promote ISO 45001, ISO 14001 international certifications, and obtain a third-party verification.

(VII) The losses suffered due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and an estimate of possible expenses that could be incurred currently and in the future and countermeasures being or to be taken:

None.

VI. Cyber security management:

(I) Describe the information security risk management framework, information security policies, specific management plans, and resources invested in information security management.

1. Information security risk management framework:

   The Company has established a cybersecurity risk management framework and formulated an information security policy. The IT department is responsible for promoting cybersecurity management operations, and regularly conducts cybersecurity risk assessments and improvements through mechanisms including risk identification, vulnerability scanning, threat intelligence analysis, and social engineering drills. Through cybersecurity monitoring and incident reporting mechanisms, the Company continuously tracks cybersecurity risks and reduces their impact on operations.

   The Company has also implemented the ISO 27001:2022 Information Security Management System, establishing a structured management framework that has been verified by a third party. Internal and external audit mechanisms are used to continuously review and strengthen cybersecurity management effectiveness.

2. Information security policies and resources invested in information security management:

   The Company has established an information security management policy and continues to invest resources in cybersecurity management, including the deployment of network security monitoring (NSM), security information and event management (SIEM), and threat intelligence analysis mechanisms to enhance cybersecurity incident detection and response capabilities. The Company has also introduced AI and automated analysis technologies, asset management systems, a threat intelligence platform (MISP), CTI analysis, and the MITRE ATT&CK framework to strengthen overall cybersecurity protection. Employee cybersecurity education and training and social engineering drills are also conducted to raise employee security awareness and reduce human-related risks.

3. Information security regulation:

   In accordance with ISO 27001:2022, the Company has established an information security management system and formulated related management standards covering information asset management, account and access rights management, vulnerability management, network security management, system access control, cybersecurity incident reporting, and education and training. Regular internal and external audits and continuous improvement mechanisms ensure the effective operation of the information security management system.

4. Continuous management on the operation with information security:

The Company continuously conducts risk monitoring and remediation through cybersecurity monitoring systems and vulnerability scanning mechanisms, and is progressively deploying cybersecurity protection systems at all facilities. The Dongguan facility has completed cybersecurity protection deployment and entered the operations and maintenance phase; the Nanjing facility continues to carry out foundational deployment and system integration. Upon completion, these are expected to enhance overall business continuity capability and cybersecurity protection strength, ensuring the stable operation of information systems.

(II) List the losses, possible impacts, and response measures suffered due to major information security incidents in the latest year and as of the date of publication of the annual report, and if they cannot be reasonably estimated, the company shall state the facts that cannot be reasonably estimated: None.

VII. Important contracts:

Nature of contract	Party concerned	Contract Start and end dates	Main content	Restrictions
Confidentiality Agreement	Valeo Auto Air conditioner	2025/10/11	Confidentiality agreement for project collaboration content	None
Consultancy Agreement	GUKSA Consulting and Coaching Services	2026/1/5	Enhance the Group’s overall structure to meet customer requirements	None
Supplier Code of Conduct and Commitment Letter — Yuan Yu Enterprise Co., Ltd.	COMPLEX MICRO INTERCONNECTION CO., LTD.	2026/01/28	Compliance with laws, ethics, environmental standards, and quality requirements	None
Sales and purchase agreement	Eberspaecher Automotive Technology Co.Ltd	2024/1~Not specified	Product Sales	None
Purchase agreement	Wuhu Atech Automotive Co., Ltd.	2024/9~Not specified	Product Sales	None
Purchase and sale contract	SunnyFounder	2024/10~2026/10	Renewable energy trading	None
Sales and purchase agreement	MURATA MACHINERY	2024/12~2025/12	Equipment procurement	None

Five. Review and analysis of the financial position and business achievements and evaluation of risk management

I. Financial position

(I) Comparison and Analysis of Financial Position

Unit: NTD thousands

Item \ Year	2024	2025	Increase (decrease) amount	Percentage of change (%)
Current assets	8,625,533	9,583,314	957,781	11.1
Funds and investments	193,606	256,441	62,835	32.46
Property, plant, and equipment	5,018,337	5,657,546	639,209	12.74
Other assets	448,351	483,663	35,312	7.88
Total assets	14,118,491	15,764,145	1,645,654	11.66
Current liabilities	5,303,427	6,411,254	1,107,827	20.89
Other liabilities	1,389,526	291,080	(1,098,446)	(79.05)
Total liabilities	6,692,953	6,702,334	9,381	0.14
Share capital	1,027,390	1,190,157	162,767	15.84
Additional paid-in capital	1,284,962	2,171,757	886,795	69.01
Retained earnings	5,115,372	5,755,045	639,673	12.50
Other equity	(70,192)	(108,561)	(38,369)	54.66
Non-controlling equity	48,224	53,413	5,189	10.76
Total equity	7,425,538	9,061,811	1,636,273	22.04

(II) Only those with a percentage change in the increase/decrease of 20% and the amount exceeds NT$10,000,000 will be analyzed

1. Funds and investments: Change ratio of 32.46%; increase of approximately NT$62,835 thousand, primarily due to the acquisition of financial assets measured at fair value through profit or loss of NT$115,353 thousand.

2. Current liabilities: ratio with a change of 20.89%, an increase of approximately NT$1,107,827 thousand, mainly including:
   2.1 Borrowed short-term loans to enrich working capital, about NT$768,450 thousand.
   2.2 Notes and accounts payable increased by NT$385,404 thousand, mainly due to the significant increase in the Company's operating activities and increase in inventory.
3. Capital surplus change ratio of 69.01%, primarily due to an increase in capital surplus of NT$1,193,592 thousand resulting from the conversion of corporate bonds into common shares.
4. Equity change ratio of 22.04%, primarily due to the cumulative increase of NT$1,049,562 thousand in share capital and capital surplus resulting from the conversion of corporate bonds into common shares.

(III) Future plans: None.

II. Financial performance

(I) Comparison and analysis of operating results

Unit: NTD thousands

Item \ Year	2024	2025	Increase (decrease) amount	Percentage of change (%)
Operating revenue	8,800,219	9,823,300	1,023,081	11.63
Operating cost	5,870,192	6,734,047	863,855	14.72
Gross operating profit	2,930,027	3,089,253	159,226	5.43
Operating expenses	1,348,361	1,449,041	100,680	7.47
Net operating profit	1,581,666	1,640,212	58,546	3.70
Non-operating income and expenses	192,827	(92,160)	(284,987)	(147.79)
Net income before tax	1,774,493	1,548,052	(226,441)	(12.76)
Income tax expenses	458,659	282,102	(176,557)	(38.49)
Current net profit	1,315,384	1,265,950	(49,434)	(3.76)
Other comprehensive income (net amount after tax) in the current period	176,231	(36,041)	(212,272)	(120.45)
Total comprehensive income for the period	1,492,065	1,229,909	(262,156)	(17.57)

(II) Only those with a percentage change in the increase/decrease of 20% and the amount exceeds NT$10,000,000 will be analyzed:

1. Operating revenue, operating gross profit and operating net profit all increased mainly because of the increase in business, which in turn benefited from the expansion of the penetration rate of new energy vehicles, and the increase in new energy vehicle sales.
2. Non-operating income and expenses decreased, primarily due to a significant increase in net foreign currency exchange losses and valuation losses on financial assets measured at fair value through profit or loss during the current period.
3. Income tax expense decreased, as no subsidiary earnings repatriation tax was incurred during the current period.
4. The decrease in other comprehensive income was mainly due to the exchange difference from the translation of the financial statement of the foreign operation.
5. In conclusion, the net income and total comprehensive income decreased.

(III) Future response plans: Not applicable.

III. Cash flow

(I) Liquidity analysis for the past two years

Item \ Year	2024	2025	Increase/decrease ratio
Cash flow ratio	23.90%	16.87%	(29.41%)
Cash flow adequacy ratio	51.02%	47.37%	(7.15%)
Cash flow reinvestment ratio	6.73%	3.26%	(51.56%)

Analysis of increase/decrease ratio: (If the increase/decrease change is less than 20%, the analysis will be waived.)

1. The decrease in cash flow ratio was mainly due to the decrease in net cash flow from operating activities and the increase in current liabilities.
2. The decrease in cash reinvestment ratio was mainly due to the increase in gross fixed assets and working capital, and the decrease in net cash flow from activities.

(II) Statement of Cash Flows of the Company and Subsidiaries

Unit: NTD thousands

Cash balance at beginning of the year (December 31, 2024)	Net cash flow from operating activities throughout the year (2025)	Net cash flow from investing activities throughout the year (2025)	Net cash flow from financing activities throughout the year (2025)	Effect of exchange rate fluctuations on cash and cash equivalents (2025)	Cash surplus (December 31, 2025)	Improvement plan for insufficient liquidity	
						Investment plan	Financing plan
1,128,654	1,081,727	(1,345,075)	52,076	(11,201)	906,181	None	None

1. Analysis of cash flow changes in the current year:

   Cash inflow from operating activities amounted to NT$1,081,727 thousand: mainly including net profit after tax and depreciation and amortization expenses.

   The cash outflow from investing activities of approximately NT$1,345,075 thousand is mainly due to the purchase of property, plant and equipment and acquisition of financial assets at fair value through profit or loss.

   Cash inflows of NT$52,076 thousand from financing activities are mainly due to short-term borrowing for working capital.
2. Improvement plan and liquidity analysis for insufficient cash liquidity: There were no instances of insufficient cash liquidity.
3. Liquidity analysis for the coming year: Not applicable.

IV. The effect upon financial operations of any major capital expenditures during the most recent year

None

V. The annual report shall describe the company's reinvestment policy for the most recent fiscal year, the main reasons for the profits/losses generated thereby, the plan for improving re-investment profitability, and investment plans for the coming year.

Unit: NTD thousands

Investor	Investment gains/ losses recognized in the current period	Policy	Main reason for profit or loss	Improvement plan	Investment plans for the coming year
EVERVALUE INVESTMENTS LIMITED	554,561	Overseas holding	Mainly due to the re-investment in FORTUNE MASTER DEVELOPMENT LIMITED, Hu Lane Electronics (Nanjing) and Hu Lane Technology Manufacturing Co., Ltd., whose operations reached the economic scale and the costs were properly controlled, which resulted in the recognition of investment gains by them.	Not applicable	None
TELFORD INVESTMENTS LIMITED	-2,105	Liquidation in 2025	Mainly due to interest income and other income	Not applicable	None
EAGLE GOOD LIMITED	136,339	Overseas holding	Mainly due to the re-investment in JIAXING SHANG HO ELECTRICS TECHNOLOGY CO., LTD, whose operations reached the economic scale and the costs were properly controlled, which resulted in the recognition of investment gains by them.	Not applicable	None

Investor	Investment gains/ losses recognized in the current period	Policy	Main reason for profit or loss	Improvement plan	Investment plans for the coming year
Hu Lane Electronics (Vietnam) Co., Ltd.	46,319	In order to cooperate with the vertical integration of upstream and downstream in the industry, industrial division of labor, and to meet customer needs, fully meet customer orders, and create mutual benefit between supply and demand.	With stable operations, proper management, and control of operating expenses, we will continue to make steady profits.	Not applicable	None
PT.HULANE TECH MANUFACTURING	6,466	In order to cooperate with the vertical integration of upstream and downstream in the industry, industrial division of labor, and to meet customer needs, fully meet customer orders, and create mutual benefit between supply and demand.	With stable operations, proper management, and control of operating expenses, we will continue to make steady profits.	Not applicable	None
HuLane Associate Inc. Europe S.r.1.	-6,802	In order to cooperate with the vertical integration of upstream and downstream in the industry, industrial division of labor, and to meet customer needs, fully meet customer orders, and create mutual benefit between supply and demand.	With stable operations, proper management, and control of operating expenses, we will continue to make steady profits.	Not applicable	None
Yangzhou Lear Hulane Automotive Parts Trading Co., Ltd.	20,773	Retail sale of various automotive accessories, wholesale of automotive parts and components, and R&D of automotive parts and components	With stable operations, proper management, and control of operating expenses, we will continue to make steady profits.	Not applicable	None

VI. Risk matter assessment

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

1. Changes in interest rate

The Company's interest rate risk arises from liabilities and wealth management. Interest income and interest expenses are mainly affected by the interest rate fluctuations in Taiwan and China. Their impact is on the interest income from time deposits of the Company's short-term idle funds and the interest expenses for financing and discounting for reinvestment or major capital expenditures.

In response to the Company's future operational development and capacity expansion, the Company has the need for capital expenditures and hence financing needs. However, judging from the current interest rate environment, Taiwan is in the late stage of the escalation of interest rates while Mainland China is having a loose financial condition with low interest rate. Although the interest expenses will increase due to financing needs, it will not have a significant impact on the Company's profits. In response to the increase in interest expenses, in line with financial investment policies and under the premise of protecting principal and pursuing income, the Company used additional income to reduce interest expenses through effective fund management.

2. Exchange rate fluctuations

The Company's net foreign currency exchange gain or loss in 2025 was NT$39,598 thousand. The exchange gain or loss covered the carrying amount of monetary assets and monetary liabilities denominated in non-functional currencies of the Group's balance sheet (including monetary items denominated in non-functional currencies that have been written off in the consolidated financial statements). Therefore, a significant change in exchange rate may have a favorable or unfavorable impact on the Company's financial position. According to the company's operating results in the 2025, a 5% appreciation of the New Taiwan dollar against the US dollar will reduce the company's net income before tax by approximately 1.29%; a 5% appreciation of the New Taiwan dollar against the RMB will reduce the company's net income before tax by approximately 0.01%.

In order to effectively reduce the impact of exchange rate fluctuations on the overall profit, the Company and its subsidiaries have adopted the following countermeasures:

A. Sales revenues and expenditures of the same currency group are denominated in the same currency as the purchase expenditures, in order to achieve the effect of natural hedging of foreign currency revenue and expenditures. While the difference positions are flexibly dispatched, and the sales are settled into NT dollars at a favorable time.

B. Work closely with professional institutions to provide professional consulting services. The Finance Department collects information on exchange rates and takes necessary acts to avoid risks related to exchange rates when appropriate.

C. Pay attention to the international financial situation, grasp the latest exchange rate information, and use it as a reference to respond to exchange rate changes and reserve product quotation space.

D. Assess the profit potential of transactions in foreign currencies and reduce exchange losses from weak currencies.

3. Inflation

The main raw materials required for the Company's production are copper and plastic granules. They are all bulk raw materials and are greatly affected by international market conditions and related events. For the supply of raw materials, the Company has long-term cooperation with domestic and foreign suppliers. We also adopt contract procurement, centralized price negotiation, and hedging of options to avoid risks, to effectively manage the cost of raw materials, and to ensure a stable supply of raw materials.

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

The Company and its subsidiaries are well-established manufacturers of automobile and motorcycle connectors, not involved in high-risk, highly leveraged investment operations, and have strict specifications for capital loans and endorsement guarantees, and when all related enterprises carry out capital loans and endorsement guarantees, they are implemented in accordance with the specifications set by the company, and there is no adverse impact on the company.

In the operation of derivatives, in addition to strict internal control regulations, all operations are required to be hedging and controlled with operating limits. The audit unit also performs regular and intermittent inspections on the operation status, so the company's various operations are under effective control.

In the future, the Company will maintain the current practice of loaning of funds, endorsements, and guarantees, and operation of derivative instruments in a conservative manner, and continue to implement internal control and internal audits to create the safest investment and the best remuneration.

(III) Future R&D plan and R&D expenses expected to be invested

1. R&D plan for the most recent year

Driven by the environmental protection trend of "green energy and carbon reduction", "new energy vehicles" have become a market trend. Major international car manufacturers have actively invested the field. In order to effectively improve R&D technology and customer service, Hu Lane will seize this opportunity to build more desirable products and better quality system to meet customers' needs. The plans are as follows:

A. Continuously strengthen the operation of the R&D team of parts design: through complete development systems, instruments and equipment, and professional capabilities, we will establish a platform of core technology to achieve technological innovation and talent cultivation.

B. Increase the production capacity of high-precision composite spot welding terminals to meet the expanding market demand.

C. Continue research on multi-cavity technical capabilities.

D. Continuously introduce rubber injection technology to improve the precision of heat pressing.

E. Emphasize on the continuous development of the wiring harness development department and the electronic product development department that are responsible for the design and development of automotive electronic products, and to obtain the capability to develop original designs.

2. The current progress of the unfinished R&D plan (as of March 31, 2026)

A. Continuously strengthen the capability to develop and design high frequency, high voltage PCB, fuse box, mini boards connectors, electrical box, and electrical products.

B. Strengthen the project management platform, continue to maintain product information, and gradually improve the system database and the Company's official website.

C. Analyze the wiring harness composition, basic circuit and cost structure to strengthen product application capabilities, and gradually establish the ability to modify and design wire harnesses.

3. Additional R&D expenses to be invested

In order to meet the needs of customers and the company's sustainable development goals and philosophy, the investment in tooling assets is estimated to be about NT$487,176 thousand and the related R&D expenses are expected to be about NT$647,996 thousand in 2026.

4. Expected time to complete mass production

The time from development to mass production is estimated to take six months. (Actually, based on customer requirements, special developments are not included in this scope.) 5. The main factors affecting the success of R&D in the future

A. Accurate market planning strategies and R&D technology development blueprint.

B. The professional ability of design and development personnel, and the rapid development of product specifications and verification standards.

C. Increase the speed of R&D and development of new products to achieve the goal of shortening the new product development cycle time and the success rate of new product sample delivery.

D. Possess the ability to design products with market value and develop molds.

E. When designing and developing products or technologies by ourselves, the Company will conduct patent evaluation before applying for it, in order to strengthen the Company's core R&D capabilities and intellectual property rights, and reduce the risk of intellectual property rights infringement by others. A report is made to the Board of Directors annually.

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

The Company's day-to-day operations are handled in accordance with the relevant domestic and foreign laws and regulations, and we constantly pay attention to domestic and foreign policy developments and changes in regulations, and coordinate with lawyers and accountants for opinions to achieve compliance and reduce adverse impacts on the Company.

(V) Impacts of technological changes (including information security risks) and industry changes on the Company's financial operations, and the responsive measures:

Category	Description	(Responding measures)
Information security Risk Increasing	With the progress of technology, the information security risks have increased, including data leaks, system intrusions, and ransomware attacks, etc. May cause disclosure or damage of financial information.	Strengthen information security measures, including implementing stronger identity verification, encrypting sensitive information, conducting regular security scans and strengthening the training on employee's awareness of security.
Comply with changes in regulations and standards	As technology and industries change, corresponding regulations and standards may continue to be adjusted and updated, and companies need to constantly adapt to new regulatory requirements; for example, transnational operations may need to adjust their data privacy policies to adapt to the EU's General Data Protection Regulation (GDPR) and ensure that the Company's implementation is in compliance with relevant regulations in cross-border data transfers.	Continue to pay attention to changes in relevant regulations and standards, conduct timely risk assessments and inspections that is in compliance with the regulations, and adjust internal control measures accordingly.
Business Continuity Risks	Technological and industrial changes may bring business continuity risks, such as system malfunction, supply chain interruptions, etc.	Develop a comprehensive business continuity plan, including backup and disaster recovery plans, to ensure that the business operations can be quickly restored when encountering emergencies.

The Company controls and maintains key operational functions such as the Company's operations in accordance with the "Information Security Policy", and strictly implements Information security risk management. For details, please refer to the descriptions under "VI. Information Security Management" of this annual report.

(VI) Effect on the company's crisis management of changes in the company's corporate image, and measures to be taken in response. As of the publication date of the annual report, the Company has no relevant information.

(VII) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken.

On January 30, 2026, the Company carried out an adjustment to the Group's internal investment structure, whereby the Company acquired from its 100%-owned subsidiary Chang Yi Investment Co., Ltd. the equity stake in Hu Lane Technology Manufacturing Co., Ltd. (a subsidiary in which Chang Yi held a 71.91% interest).

1. Expected benefits: By simplifying the Group's investment structure and hierarchy, the Company aims to reduce cross-border administrative management costs and improve decision-making efficiency.
2. Potential risks: The registration procedures for equity changes in Indonesia are relatively complex, and potential tax costs may arise due to changes in local regulations or the tax authority's determination of the equity transaction price.
3. Response measures: A local professional firm has been engaged to provide a valuation report, and relevant contracts and tax filing documents have been reviewed to ensure the transaction complies with local laws and procedures and is completed on schedule.

(VIII) Expected benefits and possible risks associated with any plant expansion, and mitigation measures being or to be taken.

Production capacity planning and allocation was completed in 2024; no such circumstances arose in 2025.

(IX) Risks from purchasing and selling concentration, and the countermeasures:

1. Risks from purchasing concentration

Most of the purchasers of the company and its subsidiaries are companies with long-term relationships. We maintain long-term and great cooperative relationships with major raw material suppliers to appropriately diversify the sources of purchase. In addition to paying close attention to changes in the supply and demand in the raw material supply market, we also need to actively develop new suppliers to diversify the risk from purchasing concentration.

2. Risks from selling concentration

The Company's and its subsidiaries' sales strategies and targets in the most recent year were adjusted in response to the industry's economy, demands, and regional development of the automobile market. The Company and its subsidiaries have maintained stable business relationships with our major customers for many years. Meanwhile, the Company is actively exploring new customers in emerging and developing countries and Mainland China. Hu Lane has abundant and scattered customers, most of them are well-known automobile brands in mainland China. Therefore, the company and its subsidiaries are not yet facing risks from selling concentration.

(X) Effect upon and risk to the company in the event a major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10 percent stake in the company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken: As of the publication date of the annual report, the Company has no relevant information.

(XI) Effect upon and risk to company associated with any change in governance personnel or top management, and mitigation measures being or to be taken: As of the publication date of the annual report, the Company has no relevant information.

(XII) Litigious and non-litigious matters: As of the publication date of the annual report, the Company has no relevant information.

(XIII) Other important risks and countermeasures: None.

VII. Other important matters: None.

Six. Special Disclosures

I. Information on affiliates

Consolidated Business Report of Affiliates

II. Private placement of securities in the most recent year and up to the publication date of the annual report:

As of the date of publication of the annual report, no private placement of securities has been conducted.

III. Other necessary supplementary information

Company Website:

https://www.hulane.com.tw/

MOPS

1. Website of the financial report

https://mopsov.twse.com.tw/mops/web/t57sb01_q1

2. Public explanatory notes are available at the following website:

https://mopsov.twse.com.tw/mops/web/t57sb01_q3

3. Information on Annual Reports and Shareholders' Meetings (including information on depository receipts) is available on the website:

https://mopsov.twse.com.tw/mops/web/t57sb01_q5

4. Affiliated Enterprises Statements Inquiry Website:

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

IV. Occurrences of events defined under Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act in the most recent year and as of the publication date of this annual report that significantly affect shareholders' equity or security prices:

None.

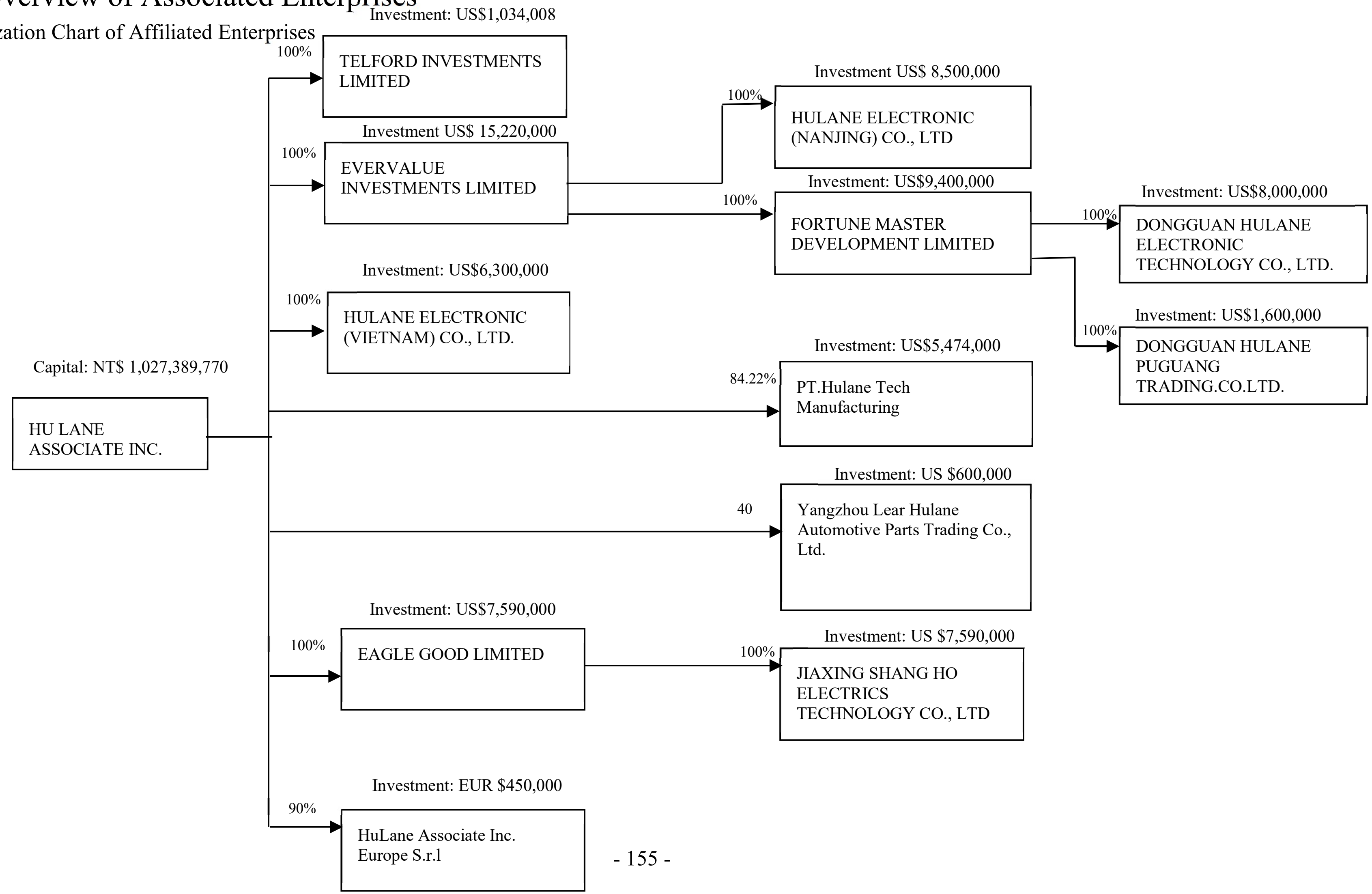
Hu Lane Associate Inc.

Consolidated Business Report of Affiliates

2025

One. Overview of Associated Enterprises

I. Organization Chart of Affiliated Enterprises



II. Name, date of incorporation, address, paid-in capital, and main business items of each affiliate: Table 1.

III. If the relationship of control and subordination is presumed to exist according to Article 369-3 of the Company Act, the following information shall be disclosed: None.

IV. Industries covered by the overall business scope of the affiliated enterprise:

Manufacturing, processing, and trading of electronic parts (terminals) and hardware and mechanical accessories, manufacturing of industrial rubber and plastic products, manufacturing, processing, and trading of molds, general investment business, production and trading of various terminals, plastic connectors, wire harnesses, connectors and molds, production and operation of various electronic connection cables, production and sales of various plastic connectors, research and development of precision molds, auto parts, electrical equipment and parts, plastics and their products, and wholesale, import and export of heating and ventilation equipment.

V. The names of the directors, supervisors, and presidents of each affiliated enterprise and their shareholdings or contributions to the said enterprise: Table 2.

VI. The operational overview of affiliated enterprises shall state the financial status and business results of each affiliated enterprise: Table 3.

[Table 1]

Profile of affiliates

March 31, 2025

Unit: NT$/USD/HKD/IDR/Euro

Company name	Date of establishment	Address	Paid-up capital (Note 1)		Main business or production items
Hu Lane Associate Inc.	1977.07.09	No. 1, Lane 342, Fude 1st Road, Xizhi Dist., New Taipei City	NT$	1,190,157,000	Manufacturing, processing, and trading of electronic parts (terminals) and hardware and mechanical accessories, manufacturing of industrial rubber and plastic products, manufacturing, processing, and trading of molds
EVERVALUE INVESTMENTS LIMITED	2001.03.12	Offshore Chambers, P.O. Box 217, Apia, Samoa	US$	15,220,000	General investment business
TELFORD INVESTMENTS LIMITED	2001.03.08	Offshore Chambers, P.O. Box 217, Apia, Samoa	US$	0	General investment business
HULANE ELECTRONIC (VIETNAM) CO., LTD.	2008.05.21	Lot XN 28&32, Dai An Industrial Zone, Hai Duong Province, Vietnam	US$	6,300,000	Production and sales of various terminals, plastic connectors, wire harnesses, connectors and molds
Hu Lane Electronics (Nanjing) Co., Ltd.	2004.01.17	No. 28, Laifeng Road, Lukou Town, Jiangning District, Nanjing City, People’s Republic of China	US$	8,500,000	Production and sales of various terminals, plastic connectors, wire harnesses, connectors and molds

Company name	Date of establishment	Address	Paid-up capital (Note 1)		Main business or production items
FORTUNE MASTER DEVELOPMENT LIMITED	2010.03.05	Room 1004, National Health Service Center, 151 Gloucester Road, Wanchai, Hong Kong	HK$	72,816,926	General investment and trading
Dongguan Hu Lane Electronic Technology Co., Ltd.	2011.05.23	No. 5, Gong'ao 1st Road, Xiangshan Industrial Park, Xiiniupei Village, Dalang Town, Dongguan City, Guangdong Province, China	US$	8,000,000	Production and sale of molds, stencils, wire harnesses, terminal connectors, and plastic products, establishment of R&D institutions to research and develop precision molds
Dongguan Hu Lane Puguang Trading Co., Ltd.	2012.05.04	No. 7 Gong'ao 1st Road, Xiangshan Industrial Park, Xiiniupei Village, Dalang Town, Dongguan City, Guangdong Province, China	US$	1,600,000	Wholesale, import and export of auto parts, electrical equipment and parts, plastics and products thereof, and heating and ventilation equipment
PT. HULANE TECH MANUFACTURING	2017.06.22	JI.Jababeka 2E Block C16-J Cikarang Industrial Estate Phase1 Cikarang-Bekasi 17530 Jawa Barat Indonesia	IDR$	93,240,000,000	Semi-conductor, electronic components, cables and other electronics including plastic injection parts, connectors, copper metal terminals, socket terminals, wires

Company name	Date of establishment	Address	Paid-up capital (Note 1)		Main business or production items
Yangzhou Lear Hulane Automotive Parts Trading Co., Ltd.	2021.12.14	No. 518, Situ Temple Road, Yangzhou City	US$	1,500,000	Retail sale of auto parts, wholesale of auto parts, research and development of auto parts, technical service, technology development, technical consultation, technical exchange, technology transfer, and technology promotion, import and export of goods, technology import and export, supply chain management services
EAGLE GOOD LIMITED	2006.05.12	Vistra Corporate Services Centre, Ground Floor NPF Building, Beach Road, Apia, Samoa	US$	10,680,000	General investment business
JIAXING SHANG HO ELECTRICS TECHNOLOGY CO., LTD	2012.12.04	No. 68, Taojing Road, Xiuzhou District, Jiaxing City, Zhejiang Province, China	US$	10,500,000	Research and development of auto parts, manufacturing of auto parts and accessories, wholesale of auto parts, research and development of motorcycles and spare parts, manufacturing of motorcycle spare parts, wholesale of motorcycles and spare parts,

Company name	Date of establishment	Address	Paid-up capital (Note 1)		Main business or production items
					technical service, technology development, technical consultation, technical exchange, technology transfer and promotion, electronic component manufacturing, electronic component wholesale, technology import/export
HuLane Associate Inc. Europe S.r.l	2023.03.22	Via Ettore de Sonnaz 17 – 10121 Turin (IT)	EUR$	500,000	The sales, production and development, design and assembly of auto parts.

Note 1: December 31, 2025 USD:NTD = 31.4300:1

December 31, 2025 HKD:NTD = 4.0380:1

December 31, 2025 IDR:NTD = 0.0019:1

December 31, 2025 HKD:NTD = 36.9000:1

[Table 2]

Information of directors, supervisors, and presidents of affiliated companies

March 31, 2026

Unit: share

Company name	Job title	Name or Representative	Number of shares held	
			Number of shares (Note 1)	Shareholding ratio
Hu Lane Associate Inc. (Note 2)	Chairman	Chang Tzu-Hsiung	4,313,628	3.62%
	Director (and President)	Hu Sheng-Ching	6,215,681	5.22%
	Director	Chang Ping-Chun	2,083,795	1.75%
	Director	Hu Shao-Ju	2,625,243	2.21%
	Director	Liu Chun-Hsiang	4,368,687	3.67%
	Director	Lin Yuan-Li	0	0.00%
	Independent Director	Chang Shyueh-Chih	0	0.00%
	Independent Director	Lin, Chan-Lieh	10,125	0.01%
	Independent Director	Tai Chia-Wei	0	0.00%
EVERVALUE INVESTMENTS LIMITED	Director	Hu Lane Associate Inc.	15,220,000	100.00%
TELFORD INVESTMENTS LIMITED	Director	Hu Lane Associate Inc.	0	0%
HULANE ELECTRONIC (VIETNAM) CO., LTD.	Chairman	Chang Tzu-Hsiung	6,300,000	100.00%
Hu Lane Electronics (Nanjing) Co., Ltd.	Executive Director	Chang Tzu-Hsiung	8,500,000	100.00%
FORTUNE MASTER DEVELOPMENT LIMITED	Director	EVERVALUE INVESTMENTS LIMITED	9,400,000	100.00%
	Director	Hu Sheng-Ching		
	Director	Chang Tzu-Chieh		

Company name	Job title	Name or Representative	Number of shares held	
			Number of shares (Note 1)	Shareholding ratio
Dongguan Hu Lane Puguang Trading Co., Ltd.	Executive Director	Chang Tzu-Hsiung	1,600,000	100.00%
	Supervisor	Chang Tzu-Chieh		
Dongguan Hu Lane Electronic Technology Co., Ltd.	Chairman (and President)	Hu Sheng-Ching	8,000,000	100.00%
	Director	Chang Tzu-Hsiung		
	Director	Fang Kai-Ping		
	Supervisor	Chang Tzu-Chieh		
PT. HULANE TECH MANUFACTURING	Chairman	Chang Ping-Chun	2,000,000	80.00%
	Director	EVERVALUE INVESTMENTS LIMITED		
	Director	Fang Kai-Ping		
	Director	Chang Tzu-Chieh		
	Director	RITCHIE GLEN YAPRANADI		
	Director	BARRY LASTKY		
	Supervisor	Pan Su-Chiu		
Yangzhou Lear Hulane Automotive Parts Trading Co., Ltd.	Chairman	Chou-Hsi	900,000	60.00%
	Director	Wang Sheng-yi		
	Director	Jason Michael Phillips		
	Supervisor	Chiu Hai-Tung		
	Vice Chairman	Chang Tzu-Chieh	600,000	40.00%
	Director	Chang Shao-Chien		
	Supervisor	Pan Su-Chiu		

Company name	Job title	Name or Representative	Number of shares held	
			Number of shares (Note 1)	Shareholding ratio
EAGLE GOOD LIMITED	Director	Hu Lane Associate Inc.	10,680,000	100.00%
JIAXING SHANG HO ELECTRICS TECHNOLOGY CO., LTD	Chairman	Chen Kei-Chou	10,500,000	100.00%
	Director	Hu Shao-Ju		
	Director	Chang Shih-Wei		
	Supervisor	Pan Su-Chiu		
HULANE ASSOCIATE INC. EUROPE S.R.L.	Chairman	CAMMISA LUCA DOMENICO	450,000	90.00%
	Director	Chang Shao-Chien		
	Director	Chang Chung-I		

Note 1: Number of shares held as of March 28, 2026. Note 2: Total outstanding shares as of March 31, 2026 were 119,015,736 shares.

Note 3: De Fu Investment Co., Ltd. was liquidated and deregistered in 2025.

[Table 3]

Overview of the operation of each affiliated enterprise

December 31, 2025

Unit: NTD thousands

Company name	Capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit	Current profit and loss (after tax)	Earnings per share (NT$) (after tax)
Hu Lane Associate Inc.	1,027,390	11,364,335	2,355,937	9,008,398	3,437,410	616,393	1,258,417	10.74
EVERVALUE INVESTMENTS LIMITED (Note 1)	459,008	4,371,182	-	4,371,182	-	(515)	554,562	-
TELFORD INVESTMENTS LIMITED (Note 1)	-	-	-	-	-	(72)	(2105)	-
HULANE ELECTRONIC (VIETNAM) CO., LTD. (Note 1)	167,118	799,309	445,122	354,187	698,627	60,834	46,320	-
HULANE ELECTRONIC (VNANJING) CO., LTD. (Note 1)	322,197	2,912,343	1,273,670	1,638,673	2,360,517	166,528	181,235	-
FORTUNE MASTER DEVELOPMENT LIMITED (Note 1)	284,908	2,348,487	-	2,348,487	-	(61)	336,925	-
Dongguan Hu Lane Puguang Trading Co., Ltd. (Note 1)	46,796	6,735,908	6,615,780	120,128	8,134,498	39,479	20,321	-
Dongguan Hu Lane Electronic Technology Co., Ltd. (Note 1)	224,363	3,386,287	1,200,051	2,186,236	2,632,896	442,414	397,160	-
PT. HULANE TECH MANUFACTURING (Note 1)	188,196	533,072	200,802	332,270	321,690	59,405	52,529	-
EAGLE GOOD LIMITED (Note 1)	313,238	507,803	-	507,803	1,313,996	144,758	136,339	-
Jiaxing Shangho Electronic Technology Co., Ltd. (Note 1)	308,010	904,337	396,554	507,783	1,313,996	144,758	136,339	-
Yangzhou Lear & Hulane Automotive Parts Trading Co., Ltd. (Note 1)	41,520	270,687	171,633	99,054	540,786	71,886	18,028	-
HuLane Associate Inc. Europe S.r.l. (Note 1)	16,321	117,960	108,164	9,796	107,028	(17,803)	(7,558)	-

Note 1: December 31, 2025

USD：NTD =31.4300：1 IDR ：NTD =0.0019：1 HKD：NTD=4.038：1

CNY：NTD = 4.4960：1 VND：NTD =0.0012：1 EUR：NTD =36.9000：1

Two. Declaration of Consolidated Financial Statements of Affiliates

Declaration of Consolidated Financial Statements of Affiliates

For the year 2025 (from January 1 to December 31, 2025), the Company that should be included in the preparation of the Consolidated Financial Reports of Affiliated Enterprises in accordance with the “Standards for the Preparation of Consolidated Financial Statements and Relationship Reports of Affiliated Enterprises” is the same as the companies that should be included in the preparation of consolidated financial reports of parent and subsidiary companies pursuant to IFRS 10, and the relevant information that should be disclosed in the consolidated financial reports of related enterprises has been disclosed in the previously disclosed consolidated financial reports of the parent and subsidiaries. There will be no separate financial reports for the consolidated financial reports of related enterprises.

I hereby declare

Company name: Hu Lane Associate Inc.

Chairman: Chang Tzu-Hsiung

March 10, 2026

Hu Lane Associate Inc.

Chairman: Chang Tzu-Hsiung

HULANE

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